

A Bibliometric Analysis of Islamic Work Ethic Using VOSviewer

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Abstract

Islam is the second-largest religion after Christianity. And the number is increasing from time to time. The Islamic work ethic is also have a significant impact in organizations all over the world due to the growing number of Muslims. Islamic work ethic is a work ethic in which all aspects of individual attitudes and behavior derives on the Al-Qur'an and Hadith. This paper aims to provide a bibliometric literatur review on Islamic work ethics as term and concept. The research data was taken from the Scopus database from 2011 to 2021 and then analyze it using Scopus Analyzing Tools. Bibliometric data were then visualized using VOS-Viewer (version 1.6.17). A total of 134 articles were collected from the Scopus database. Malaysia is the country that has published the most articles on this topic, with 43 articles. Most articles on Islamic work ethics published in 2021. The fields of management, business, and accounting are the fields of research that most associated with Islamic work ethics. Research on Islamic work ethics is always growing yearly. This study needs to be updated from time to time as the number of Muslim communities increases around the world.

Keywords: Islam, Islamic Values, Work Ethic, Islamic Work Ethic

1. Introduction

Work ethics can strengthen employees' loyalty in organization. Work ethics encourage optimistic attitude and aligned employee values with the organization, and increased creativity and innovation for boosting performance (Hough et al., 2020). Employee ethics like optimism, diligence, decent attitude, and strong altruism are tremendously advantageous to the organization (Saeed Hameed Aldulami, 2016).

For a number of reasons, the world is becoming more interested in Islamic work ethics. Islam has been identified to be the second-largest religion in the modern society after Christianity, with an estimated population rise of over 1.5 billion. Additionally, the global workforce diversity and the increasingly competitive work environment require studies to understand the important role that various religious and cultural factors play in regulating business (Farid et al., 2017).

Islamic work ethic is relevant to study since the Muslim communities are almost 23% of the world population, Islamic work ethic is a standard that is consistent with both the Qur'an and the Hadith, with intentions and blessings serving as its two primary elements. According to the Prophet's Hadith, every deed is determined by and rewarded in accordance with the intention. In this circumstance, a muslim practices Islamic work ethics to be blessed for his or her good deeds and to live a blessed life (Mohammad et al., 2018).

Many believe that Islamic work ethic affect job satisfaction. Islam acknowledges the connection of spiritual factors with external conduct as compared

to conventional work satisfaction, which only assesses job satisfaction for the external aspect of the individual, not the side of the person's spirit and soul (Soleman et al., 2020). Islamic work ethics major priorities include perseverance, commitment, creativity, workplace collaboration, and refraining from utilizing immoral means to acquire fortune. The Islamic work ethic, which derives from the Qur'an and the Hadith, places an emphasis on intentions rather than results (Purnama et al., 2021).

2. Methods

Research data obtained from the Scopus database by entering keywords that match the research topic. Data taken online on March 22, 2022. The first step of the research is to search the Scopus database using the keyword "Islamic Work Ethic" then limit the search by year, from 2011 to 2021 (n=160). Furthermore, publications are re-limited by searching based on English publications (n=134). After that, the data was analyzed using VOSviewer to visualize research trends based on the topic data obtained.

Research strategy: TITLE-ABS-KEY ("Islamic work ethic") AND PUBYEAR > 2010 AND (LIMIT-TO (LANGUAGE , "English"))

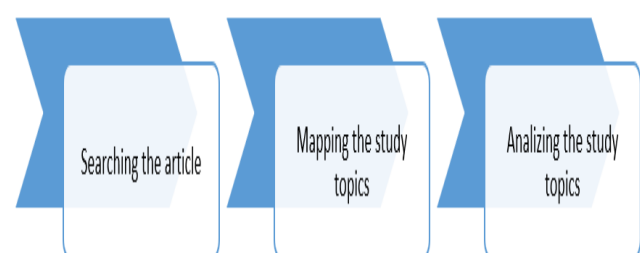


Chart 1. The Article review process

3. Finding

Visualization topic area using VOSviewer

The minimum number of relationships with term in the use of VOSviewer was set to 3 terms. 7 clusters emerged following analysis with VOSviewer, demonstrating the connections between the topics. The word's cluster is represented by its color. VOSviewer use three different visualizations to present bibliometric mapping: network, overlay, and density visualization. Keyword were labeled with colored circle. The frequency of occurrences affected the size of the letters and circles. The letters and circles get bigger the more frequently a keyword appears.

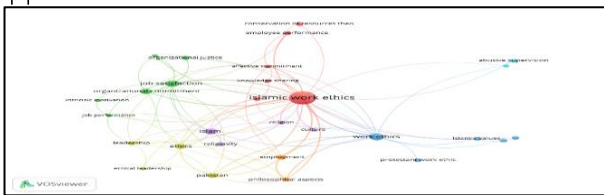


Figure 1. Network Visualization on Islamic Work Ethics

The mapping identified in Figure 1 illustrates the connections between research article keywords, which are grouped into seven clusters as shown in Table 1. This mapping helps in the start of more research. Researchers can start their research in the clusters that have been mapped based on the subjects that interest them. In Cluster 1, the related concept are affective commitment, conservation of resources theory, employee performance, islamic work ethics, and knowledge sharing, while Cluster 2 emphasize the concept of intrinsic motivation, job performance, job satisfaction, organizational commitment, and organizational justice. In the case of Cluster 3, the concept are islamic values, motivation, performance, protestant work ethic, work ethics, and as for Cluster 4, they focus on ethical leadership. Cluster 5 focuses on islam and religiosity, and Cluster 6 about abusive supervision and knowledge hiding. The last is Cluster 7 which emphasize the concept of employment and philosophical aspects.

Cluster	Concept name	Total
Cluster 1	Affective commitment, conservation of resources theory, employee performance, islamic work ethics, knowledge sharing	6
Cluster 2	Intrinsic motivation, job performance, job satisfaction, organizational commitment, organizational justice	6
Cluster 3	Islamic values, motivation, performance, protestant work ethic, work ethics	5
Cluster 4	Ethical leadership, ethics, leadership	4
Cluster 5	Culture, islam, religion, religiosity	4
Cluster 6	Abusive supervision, knowledge hiding	2
Cluster 7	Employment, philosophical aspects	2

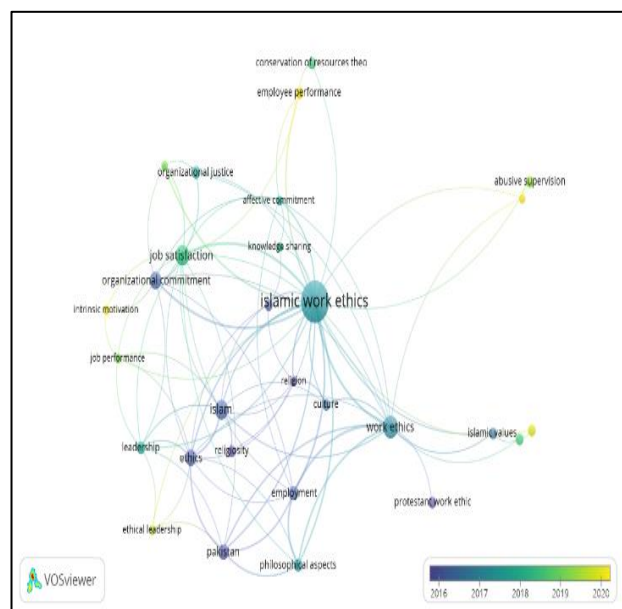


Figure 2. Overlay Visualization on Islamic Work Ethics

The visualization overlay in Figure 2 maps the study themes based on the year of publication. Themes regarding Islamic work ethics, work ethics, culture, Islamic values and philosophical aspects are often discussed from 2017 to 2018. Other themes such as job performance, job satisfaction, organizational justice, affective commitment, and knowledges sharing are themes that are often discussed from

2018 to 2020.

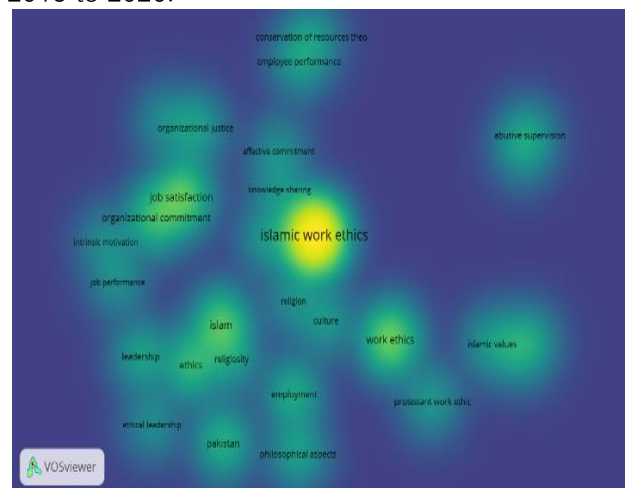


Figure 3. Density Visualization on Islamic Work Ethics

The density visualization in Figure 3 maps out the most frequently discussed article themes of the last decades. Table 2 classifies the most articles with high citations to map studies that are relevant to the themes in Figure 3. The density visualization in Figure 3 shows themes such as islamic work ethics, job satisfaction, organizational commitment, work ethics, Islamic values, and abusive supervision. The themes that mapped in Figure 3 are the themes that discussed in the most articles with high citations in Table 2.

Document Article	Author	Year	Source	Cited By
Organizational Justice and Job Outcomes: Moderating Role of Islamic Work Ethic	(Khan et al., 2015)	2015	Journal of Business Ethics 126(2), pp. 235-246	119
When and how abusive supervision leads to knowledge hiding behaviors: An Islamic work ethics perspective	(Khalid et al., 2018)	2018	Leadership and Organization Development Journal 39(6), pp. 794-806	113
Impact of Islamic Work Ethics on Organizational Citizenship Behaviors and Knowledge-Sharing Behaviors	(Murtaza et al., 2016)	2016	Journal of Business Ethics 133(2), pp. 325-333	90
The impact of knowledge sharing and Islamic work ethic on innovation capability	(Kumar & Rose, 2012)	2012	Cross Cultural Management 19(2), pp. 142-165	76
Abusive supervision and knowledge sharing: moderating roles of Islamic work ethic and learning goal orientation	(Islam et al., 2021)	2021	Management Decision 59(2), pp. 205-222	57
Islamic Work Ethic, innovative work behaviour, and adaptive performance: the mediating mechanism and an interacting effect	(Javed et al., 2017)	2017	Current Issues in Tourism 20(6), pp. 647-663	54
Explaining Helping Behavior in the Workplace: The Interactive Effect of Family-to-Work Conflict and Islamic Work Ethic	(de Clercq et al., 2017)	2019	Journal of Business Ethics 155(4), pp. 1167-1177	52
Mediating effect of intrinsic motivation on the relationship between Islamic work ethic, job satisfaction, and organizational commitment in banking sector	(Gheitani et al., 2019)	2019	International Journal of Islamic and Middle Eastern Finance and Management 12(1), pp. 76-95	50
Impact of abusive supervision on deviant work behavior: The role of Islamic work ethic	(Javed et al., 2019)	2019	Business Ethics 28(2), pp. 221-233	36
Fundamental Islamic perspective of work ethics	(S H Aldulaimi, 2016)	2016	Journal of Islamic Accounting and Business Research 7(1), pp. 59-76	36

Visualization topic based on country



Chart 2. Publications Trend on Islamic Work Ethic

There were 134 publications from 2011 to 2021 in the search results for articles that indexed by Scopus as shown in Chart 2. Based on the Chart 2, it was found that publications with the theme of Islamic work ethic were increasing from year to year.

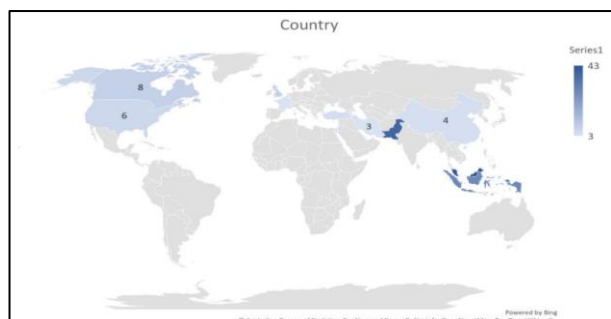


Chart 3. Geography Distribution by Document

It is discovered that 27 countries contribute to the publications of Islamic work ethic that Scopus has indexed as shown in Chart 3. Out of the 27 contributing countries, there are ten countries with more than three articles namely Malaysia (43 articles), Pakistan (38 articles), Indonesia (28 articles), Canada (8 articles), United Kingdom (8 articles),

United Arab Emirates (6 articles), United States (6 articles), Jordan (5 articles), China (4 articles), and Turkey (4 articles). From the data obtained as shown in Chart 3, it can be seen that publications are dominated by Malaysia, then followed by Pakistan and Indonesia.

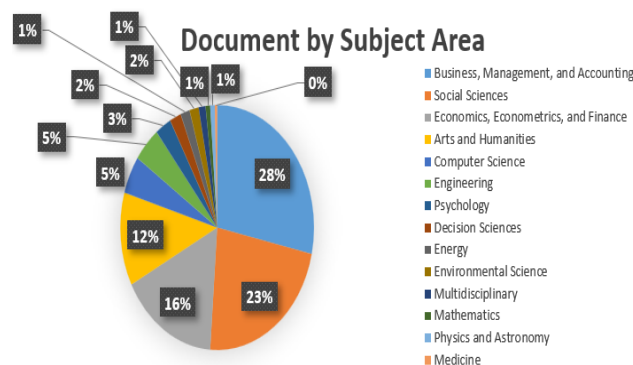


Chart 4. Document by Subject Area

As shown in Chart 4, out of all 134 publications obtained, the fields that carried out the most research related to Islamic work ethics were business management and accounting with 74 publications (28%) followed by social science 59 publications (23%), and economics, econometrics, and finance as many as 42 publications (16%). In the field of medicine, which is the field that discusses the least about Islamic work ethic, only 1 publication (0.4%).

4. Discussion

Islamic work ethic has been widely associated with its influence on an organization. As seen in Cluster 1 with the topic of Islamic work ethics, research by (Farid et al., 2017) shows that Islamic work ethic has a positive influence on work engagement. In other word, employees who show high Islamic work ethic values are found to be more engaged in their work compared to employees who have lower Islamic work ethic values. Other research by (Wulandari & Mubarak, 2021) shows that Islamic work ethic has

positive influence in education. The practice of Islamic work ethic has an effect on teacher performance, person-organization fit, and innovative learning.

One of the topics discussed in Cluster 2 is about job satisfaction. Research by (Amilin, 2016) shows that the practice of Islamic work ethic in financial organizations can improve the performance of accountants. Other research by (Romi et al., 2020) also shows that Islamic work ethic has a positive influence on job satisfaction.

Several other studies indicate that the practice of Islamic work ethic in an organization cannot be separated from the leadership factor. The discussion about the leadership theme is in Cluster 4. Research by (Purnama et al., 2021) shows that leadership style has an effect on strengthening the relationship between Islamic work ethics and individual performance. The higher the value of leadership style, the stronger the relationship between Islamic work ethics and individual performance. Other research by (Rokhman et al., 2011) shows that transformational type of leadership affects the practice of Islamic work ethic in an organization. The higher the value of a leader's transformational leadership, the stronger the practice of Islamic work ethic in the organization.

Islamic work ethic plays an important role in shaping one's moral identity in an organization. Moral identity in this case is a moral identity in accordance with Islamic values. In line with this, ethical leadership also helps the formation of one's moral identity in an organization. Ethical leadership and Islamic work ethics also play a role in strengthening organizational citizen behavior in an organization (Hameed et al., 2020). Ethical leadership motivates employees to participate in decision making, express creative ideas, and play a role in establishing a comfortable work environment in an organization (Zulham et al., 2022).

5. Conclusion

The amount of research on Islamic work ethics is growing yearly. This research is mostly carried out by Muslim-majority countries, namely Malaysia, Pakistan, and Indonesia with business, management, and accounting as the most dominating fields of research. The practice of Islamic work ethic is widely associated with its influence on the organization. Such as job satisfaction, employee engagement, employee performance, and organizational citizenship behavior. In practice itself, Islamic work ethic is influenced by leadership values and types of leadership such as transformational leadership and ethical leadership. This research is expected to be able to help further research in finding research topics about, in line with, and related to Islamic work ethics.

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