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The Influence of Religiosity, Stress and Job Attitude towards Organizational Behavior: Evidence from Public Universities in Malaysia

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Abstract

The aim of the study is to investigate the influence of religiosity, stress, and job attitude on organizational behavior. The study was carried out in Malaysian setting which involved 320 respondents from public institutions. The respondents were selected through the utilization of the simple random sampling technique. The data was analyzed using SPSS ver.20 and descriptive and inferential statistics (multiple regression) were applied in the analysis. The findings of the study indicate that religiosity ($\beta = 0.417$, $t = 2.442$, $p = 0.022 < 0.05$) and job attitude ($\beta = 0.346$, $t = 2.010$, $p = 0.05$) were significantly influence organizational behavior. Based on the findings, suggestions and recommendation were forwarded.

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1. Introduction

Organizational behavior (OB) studies have become more significant in previous years as companies need to adapt to the speedily changing business cultures in this competitive and fast-paced civilization. In nowadays business world, managers are concentrate to how employees react to circumstances rather than if they respond. Employees start to look organizational behavior as an intricate piece of training and development of the workforce. The corporations need to expand their information about attitude and behavior of individuals, groups in organization in order to manage a new workforce and cope with the obstacles of new environment as the environment of business is always shifting. In fact, organizational behavior is an essential tool for managing effectual teams in business globe today.

With the existing cutthroat situations facing businesses, all organizations require employees that are willing and enthusiastic to work beyond their formal duties and responsibilities. Successful organizations have employees who go ahead of their formal job requirements and willing to sacrifice their time and energy to be thriving on the job tasks. It is vital to continuously explore ways of instilling OB among employees in any organizations given the importance of OB in enhancing individual, organizational as well as team performance. Crucial component of effective organizational performance denoted how eager the employees put forth effort beyond the proper responsibilities of their positions (Katz & Kahn, 1978). Generally, OB enhance performance because these behaviors allow effective ways of managing the association among employees of different work units and ultimately improve the accomplishment of the organizational or departmental final goals (Organ, 1988; Smith, Organ & Near, 1983).

Previous researches have focused in discovering factors contributing to OB with the empirical proofs that OB contribute to organizational and team effectiveness. There is still much to learn about what factors that manipulates the performance of OB (Penner, Midili & Kegelmeyer, 1997). Assessment of current literature shows scarcity of literature with regards to the relationship between religiosity, stress, job attitude and OB. Furthermore, despite of plenty studies carried out on OB, little is known about OB in the working backdrop. The restricted number of study does not allow much generalization thus assuring further investigation. The objective of this study is to examine the relationship of religiosity, stress and job attitude towards organizational behaviour of Public Institutions in Malaysia. The focus is on the factors that influence organizational behavior in an organization and lead to the success of an organization.

2. Literature Review

An organization is regarded as a social system which involves a complex set of human interactions with its surrounding peoples, in addition to their relationships with each other and to the external environment. A single organization does not stand alone, all organizations function within an external environment. All these factors mutually manipulate one another within a complicated system which ultimately grows into the lifestyles of people. While, an organizational behavior is an area of inquiry concerned with both sorts of influence: work organizations on people and people on work organizations (Brief & Weiss, 2002). Effective division of labor and coordination of activities are brought together to accomplish the goals of the organization. Divisions of labor involve the clarification on how the jobs are divided and assigned to different members whilst coordination refers to the integration of numerous activities appoint to various individuals. In short, organizations must have people and people are working towards common goals of organizations hereby it is a norm to deem both elements as inseparable working unit.

2.1 *Organizational Behavior*

Organizational behavior is an applied interdisciplinary department devoted to explore on how individuals and groups are likely to behave in an organization, including sociology, psychology, communication and management fields. Organization behavior can be applied broadly in examine the behavior of individuals in all types of organizations namely public and private organizations ultimately to improve the personal and organization

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