BIBLIOGRAPHY

Abdi, M. F., Nor, S. F. D. W. M., & Radzi, N. Z. M. (2014). The impact of Islamic work ethics on job performance and organizational commitment. *Proceedings of 5th Asia-Pacific Business Research Conference*, *2*(12), 1–12.

Abdi, M. F., Fatimah, S., Wira, D., Nor, M., Radzi, N. Z., & Abdi, M. F., Nor, S. F. D. W. M., & Radzi, N. Z. M. (2014). The Impact of Islamic Work Ethics on Job Performance and Organizational Commitment. *Proceedings of 5th Asia-Pacific Business Research Conference 17 - 18 February, 2014, Hotel Istana, Kuala Lumpur, Malaysia, ISBN: 978-1-922069-44-3*, *5*, 1–12.

Abdullah, W., & Nusari, M. (. (2019). *The Relationship between Nurses' Job Satisfaction and Nurses' Performance in the Public Health Care Sector in Yemen.*

Abdullah Yusuf Ali. (2005). *The Meaning of Holy Qur'an: Text Translation and Commentary.* . Kuala Mustapha Lumpur: Islamic Book Trust (IBT) Kuala Lumpur.

Abdulrahman Ahmed, Y. (2014). JOB SATISFACTION AND JOB PERFORMANCE WITH MODERATING EFFECT OF ISLAMIC WORK ETHICS IN DOCTOR OF PHILOSOPHY UNIVERSITI UTARA MALAYSIA September 2014. *Unpublished Phd Thesis*, *September*, 1–357.

Abeng, T. (1997). Business ethics in Islamic context: perspective of a Muslim Business Leader. *Business Ethics Quarterly, 7*(3), 47-54.

Abu-Saad, I. (2003). The work values of Arab teachers in Israel in a multicultural context. *Journal of Beliefs and Values*, *24*(1), 39-51.

AbuShanab, E., Pearson, J. M., & Setterstrom, A. J. (2010). Internet banking and customers' acceptance in Jordan: the unified model's perspective. *Communications of the Association for Information Systems, 26*(1), 23.

Adebanjo, D., & Kehoe, D. (2001). An evaluation of factors influencing teamwork and

customer focus. Managing Service Quality. *An International Journal*, *11*(1), 49-56.

AFLAH, K. N., SUHARNOMO, S., MAS'UD, F., & MURSID, A. (2021). Islamic Work Ethics and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *The Journal of Asian Finance, Economics, and Business, 8*(1), 997-1007.

AFLAH, K. N., SUHARNOMO, S., MAS'UD, F., & MURSID, A. (2021a). Islamic Work Ethics and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *Journal of Asian Finance, Economics and Business*, *8*(1), 997–1007. https://doi.org/10.13106/jafeb.2021.vol8.no1.997

AFLAH, K. N., SUHARNOMO, S., MAS'UD, F., & MURSID, A. (2021b). Islamic Work Ethics and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *Journal of Asian Finance, Economics and Business*, *8*(1), 997–1007. https://doi.org/10.13106/jafeb.2021.vol8.no1.997

Afthanorhan, W. M. A. B. W. (2013). A comparison of partial least square structural equation modeling (PLS-SEM) and covariance based structural equation modeling (CB-SEM) for confirmatory factor analysis. *International Journal of Engineering Science and Innovative Technology, 2*(5), 198–205.

Aguinis, H., Gottfredson, R. K., & Joo, H. (2013). Best-practice recommendations for defining, identifying, and handling outliers. *Organizational Research Methods, 16*(2), 270–301.

Akdemir, B., Erdem, O., & Polat, S. (2010). CHARACTERISTICS OF HIGH PERFORMANCE ORGANIZATIONS. *Suleyman Demirel University Journal of*

Faculty of Economics & Administrative Sciences, *15*(1).

Akdere, M. (2009). A multi-level examination of quality-focused human resource practices and firm performance: Evidence from the US healthcare industry. *The International Journal of Human Resource Management*, *20*(9), 1945–1964.

Al_Qudah, H. M. A., Osman, A., & Al_Qudah, H. M. (2014). The Effect Of Human Resources Management Practices On Employee Performance. *International Journal of Scientific & Technology Research*, *3*(9), 129-134.

Al-Ahmadi, H. (2009). Factors affecting performance of hospital nurses in Riyadh Region, Saudi Arabia. *International Journal of Health Care Quality Assurance*, *22*(1), 40-54.

Al-Baqmi, S. (2012). *Organizational Requirements and Their Relation to Job Performance*. Naif University for Security Sciences,Riyadh, Saudi Arabia.

Al-Emadi, A. Q., Schwabenland, C., & Wei, Q. (2015). The vital role of employee retention in resource management: A literature review. *Journal of Organizational Behavior, 14*(3), 7–32.

Al-Kazemi. Ali. (2007). Islamic work ethic in Kuwait." Cross cultural management. *An International Journal*, 93–104.

Al-Khasawneh, Y. (2015). *The Role of the Quality of Banking Services and Their Impact on Improving the Competitive Advantage for the Islamic Banks An Empirical Study of the Islamic Banks Operating in Jordan.*

Al-Mansoori, Y. (2012). *Islamic Work Ethics and Employee Performance in the UAE Oil and Gas Industry. February*, 138.

Al-Qasim, S. (2012). From Sadder Than Water. Palestine-Israel. *Journal of Politics, Economics, and Culture*, *18*(2/3), 201.

Al Khaja KA, Sequeira RP, Al-Ansari TM, D. A. (2008). Prescription writing skills of

residents in a family practice residency programme in Bahrain. *Postgrad Med J.*, *84*(990), 198–204.

Aldulaimi, S. H. (2016). Fundamental Islamic perspective of work ethics. *Journal of Islamic Accounting and Business Research*, *7*(1), 59–76. https://doi.org/10.1108/JIABR-02-2014-0006

Alhyasat, K. (2012). , 'The role of Islamic work ethics in developing organizational citizenship behavior at the Jordanian Press Foundations. *Journal of Islamic Marketing*, *3*(2), 139–54.

Ali, A., Falcone, T., & Azim, A. (1995). Work ethics in the USA and Canada. Journal of Management Development,. *Journal of Management Development, 14*(6), 26–34.

Ali, A. A. A., Yusoff, S. H., & Kalsom, A. L. İ. (2019). THE RELATIONSHIP BETWEEN EQUAL OPPORTUNITIES AND EMPLOYEE PERFORMANCE: A SPECIAL REFERENCE TO WITH SPESIFIC REFENCE TO BDF HOSPITAL IN THE KINGDOM OF BAHRAIN. *International E-Journal of Advances in Social Sciences, 5*(14), 1200-1206.

Ali, A. (1992). "The Islamic work ethic in Arabia",. *Journal of Psychology*, *129*(5), PP507.

Ali, A. J., & Al-Owaihan, A. (2008). Islamic work ethic: A critical review. *Cross Cultural Management: An International Journal*, *15*(1), 5–19. https://doi.org/10.1108/13527600810848791

Ali Mohammed Masarwa, N. A. A.-K. (2015). *Diversity Management: Organizational Commitment Perspective. Amman: Dar Al Ayam.*

Aljasmi, F., Almalood, F., & Al Ansari, A. (2018). *Prevalence of medication errors in primary health care at Bahrain Defence Force Hospital–prescription-based study.*

202

Drug, healthcare and patient safety,. 10(1).

Alnasir, F. A. (2017). *Family Medicine in the Kingdom of Bahrain*.

Amos, Mary Anne, Jie Hu, and C. A. H. (2005). of team building on communication and job satisfaction of nursing staff. *Journal for Nurses in Professional Development*, *21*(1), 10-16.

Amrutha, V. N., & Geetha, S. N. (2021). Linking organizational green training and voluntary workplace green behavior: Mediating role of green supporting climate and employees' green satisfaction. *Journal of Cleaner Production*, *290*, 125876.

Andrew, A. (2017). Employees' Commitment and Its Impact on Organizational Performance. *Asian Journal of Economics, Business and Accounting*, *5*(2), 1–13. https://doi.org/10.9734/AJEBA/2017/38396

Arifin, R., Murniyati, D., Miswanto, M., Arifin, R., & Murniyati, D. (2020). Does work commitment mediates the effect of Islamic work ethic on performance and turnover intention ? *JEMA: Jurnal Ilmiah Bidang Akuntansi Dan Manajemen*, *17*(2), 169–187. https://doi.org/10.31106/jema.v17i2.5533

Armstrong, M. (2009). *handbook of human resource managemen* (11th ed).

Arslan, M. (2000). . A cross cultural comparison of British and Turkish managers in term of Protestant work ethics characteristics. . . *Business Ethics: A European Review, 9*(1), 13–19.

Aruna, M., & Anitha, J. (2015). Employee retention enablers: Generation Y employees. *Journal of Indian Management*, *12*(3), 94–103.

Ashton, M. C., & Lee, K. (. (2007). Empirical, theoretical, and practical advantages of the HEXACO model of personality structure. *Personality and Social Psychology Review, 11*, 150–166.

Athar, M. R., Shahzad, K., Ahmad, J., & Ijaz, M. S. (2016). Impact of Islamic work

203

ethics on organizational commitment: Mediating role of job satisfaction. *Journal of Islamic Business and Management*, *16*(1), 397–416.

Awan, K. Z., Abbas, M., Qureshi, I., & Shahzad, K. (2014). *Exploring the Relationship between Islamic Work Ethics , Employee Work Performance and the Mediation Role of Organizational Commitment* (Vol. 3, Issue 3).

Awases, M. H., Bezuidenhout, M. C., & Roos, J. H. (2013a). Factors affecting the performance of professional nurses in Namibia. *Curationis*, *36*(1), 1–8.

Awases, M. H., Bezuidenhout, M. C., & Roos, J. H. (2013b). Factors affecting the performance of professional nurses in Namibia. *Curationis*, *36*(1), 1-8.

Azhari, N. N., Manaf, R. A., Ng, S. W., Farhana, S., Shakeeb, B., Bajunid, A., Rahman, A., & Gobil, M. (2019). Gamification , a Successful Method to Foster Leptospirosis Knowledge among University Students : A Pilot Study. *International Journal of Environmental Research and Public Health*, *16*(12), 1–12.

Aziz, H. M., Othman, B. J., Gardi, B., Ahmed, S. A., Sabir, B. Y., Ismael, N. B., Hamza, P. A., Sorguli, S., Ali, B. J., & Anwar, G. (2021). Employee Commitment: The Relationship between Employee Commitment And Job Satisfaction. *Journal of Humanities and Education Development*, *3*(3), 54–66. https://doi.org/10.22161/jhed.3.3.6

Azmi, S. K. R. F. T. (2018). Time Management Behaviour : Scale Development And Validation. *Journal of Business and Management (IOSR-JBM)*, *20*(3), 1–08. https://doi.org/10.9790/487X-2003090108

Babbie, E. R. (2015). *The practice of social research* (14th Ed). Boston, MA Cengage Learning USA.

Babiker, A., El Husseini, M., Al Nemri, A., Al Frayh, A., Al Juryyan, N., Faki, M. O.,

Assiri, A., Al Saadi, M., Shaikh, F., & Al Zamil, F. (2014). Health care professional development: Working as a team to improve patient care. *Sudanese Journal of Paediatrics*, *14*(2), 9–16. http://www.ncbi.nlm.nih.gov/pubmed/27493399%5Cnhttp://www.pubmedcentral.nih.gov/articlerender.fcgi?artid=PMC4949805

Baker, D. P., Gustafson, S., Beaubien, J., Salas, E., & Barach, P. (2005). Medical teamwork and patient safety: the evidence-based relation. *AHRQ Publication*, *5*(53), 1–64.

Bakiev, E. (2013). The Influence of Interpersonal Trust and Organizational Commitment on Perceived Organizational Performance. *Journal of Applied Economics and Business Research*, *3*(3), 166–180.

Bandula, P. M. K. U., & Jayatilake, K. (2016). Impact of employee commitment on job performance: Based on leasing companies in Sri Lanka. *International Journal of Arts and Commerce*, *5*(8), 8–22.

Barclay, D., Higgings, C., & Thompson, R. (1995). The partial least squares (PLS) approach to casual modeling: Personal computer adoption and use as an illustration. In *Technology Studies*, (Vol. 2).

Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, *51*(6), 1173.

Baruah, P., & Barthakur, B. J. (2012). . Employees' Attitude: Performance and Satisfaction. . . *SCMS Journal of Indian Management,* 30-42. Barrick,.

Baruah, P., & Subedi, D. (2012). Employee Commitment and Organizational Performance : a Study of a Cooperative Jute Mill in India. *Indian Journal of Commerce and Management Studies*, *III*(3), 92–99.

Batool, S. M. K., Gul, A., & Shahzad, K. (2013). Combined Effects of Ethical Leadership and Islamic Work Ethics (IWE) on Organizational Commitment and Job Satisfaction. *Journal of Islamic Business and Management*, *3*(1), 1–32.

Battistelli, A., Galletta, M., Vandenberghe, C., & Odoardi, C. (2016). Perceived organisational support, organisational commitment and self-competence among nurses: a study in two Italian hospitals. *Journal of Nursing Management*, *24*(1), E44–E53.

Becker, T. E., & Kernan, M. C. (2003). Matching commitment to supervisors and organizations to in-role and extra-role performance. *Human Performance, 16*(4), 327–348.

Becker, T. E., Billings, R. S., Eveleth, D. M., & Gilbert, N. L. (1996). Foci and bases of employee commitment: Implications for job performance. *Academy of Management Journal, 39*(2), 464-482.

Beekun, R. I. (1997). Islamic Business Ethics. In *The International Institute of Islamic Thought*.

Benefiel, M., Fry, L. W., & Geigle, D. (2014). Spirituality and religion in the workplace: History, theory, and research. *Psychology of Religion and Spirituality, 6*(3), 175.

Bergeron, D. M. (. (2007). he potential paradox of organizational citizenship behavior: Good citizens at what cost? *Academy of Management Review, 32*(4), 1078–1095.

Bhattacherjee, A. (2012). *Social science research: Principles, methods, and practices.*.

Bhatti, K. K., Qureshi, T. M., & Bhatti, K. K., & Qureshi, T. M. (2007). Impact of employee participation on job satisfaction, employee commitment and employee productivity. *International Review of Business Research Papers*, *3*(2), 54-68.

Bishara, A. J., Li, J., & Conley, C. (2021). Informal versus formal judgment of statistical models: The case of normality assumptions. *Psychonomic Bulletin and Review*,

28(4), 1164–1182. https://doi.org/10.3758/s13423-021-01879-z

Borman, W. C., & Motowidlo, S. J. (1997). Task performance and contextual performance: The meaning for personnel selection research. *Human Performance, 10*(2), 99–109.

Brown, S., Mchardy, J., Mcnabb, R., & Taylor, K. (2011). Workplace Performance, Worker Commitment, and Loyalty. *Journal of Economics & Management Strategy*, *20*(3), 10–11. https://doi.org/https://doi.org/10.1111/j.1530-9134.2011.00306.x

Brunetto, Y., Shriberg, A., Farr-Wharton, R., Shacklock, K., Newman, S., & Deinger, J. (2013). The importance of supervisor–nurse relationships, teamwork, wellbeing, affective commitment and retention of North American nurses. *Journal of Nursing Management*, *21*, 827-837.

Buchle, N. G., Hoyer, W. J., & C. J. (2008). Rules and more rules: The effects of multipletasks, extensive training, and aging on task-switching performance. . . *Memory & Cognition, 36*(4), 735-748.

Candela, L., Gutierrez, A. P., & Keating, S. (2015). What predicts nurse faculty members' intent to stay in the academic organization? A structural equation model of a national survey of nursing faculty. *Nurse Education Today, 35*(4), 580–589.

Cao, Y., Liu, J., Liu, K., Yang, M., & Liu, Y. (2019). The mediating role of organizational commitment between calling and work engagement of nurses: A cross-sectional study. *International Journal of Nursing Sciences*, *6*(3), 309–314. https://doi.org/10.1016/j.ijnss.2019.05.004

Carlson, D. S., Kacmar, K. M., & Wadsworth, L. L. (2009). (2009). The impact of moral intensity dimensions on ethical decision-making: Assessing the relevance of orientation. In *Journal of Managerial Issues*.

207

Cetin, A. (2020). Organizational silence and organizational commitment: A study of Turkish sport managers. *Annals of Applied Sport Science*, *8*(2). https://doi.org/10.29252/aassjournal.830

Chami-Malaeb, R., & Garavan, T. (2013). . Talent and leadership development practices as drivers of intention to stay in Lebanese organisations: the mediating role of affective commitment. *The International Journal of Human Resource Management, 24*(4046–4062).

Chandrakumara, A. (2007). Does HRM fit really matter to citizenship and task performance? Sri Lankan manufacturing sector experience. *Employee Relations*, *29*(6), 611–639.

Chang, S. M., & Handy, T. C. (2012). The effects of music playing on cognitive task performance. *Conference of the European Society for the Cognitive of Music, July 23-28, 2012, Thessaloniki, Greece. Chattopadhyay,*.

Chmielewski, M., & Kucker, S. C. (2020). An MTurk crisis? Shifts in data quality and the impact on study results. *Social Psychological and Personality Science, 11*(4), 464-473.

Choong, K. K., & Islam, S. M. (2020). A new approach to performance measurement using standards: a case of translating strategy to operations. *Operations Management Research, 13*(3), 137-170.

Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology, 64*(1), 89–136.

Christofer Rydenfält, Per Odenrick, P. A. L. (2017). Organizing for teamwork in healthcare: an alternative to team training?". *Journal of Health Organization and Management*, *31*(3). https://doi.org/10.1108/JHOM-12-2016-0233

Chughtai, Aamir Ali & Zafar, S. (2006). Lahore School of Economics :Antecedents and Consequences of Organizational Commitment Among Pakistani University Teachers. *Applied H.R.M. Research, 11*(1), 39–64.

Ciulla, J. B. (2014). *Ethics, the heart of leadership. ABC-CLIO.*

Clarke, N. (2006). *The relationships between network commitment, its antecedents and network performance. Management Decision.*

Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences.* (2nd ed). Routledge.

Comrey, A., Lee, H., Comrey, A., and Lee, H. (1992). *Interpretation and application of factor analytic results.*

Cook, S. (2008). *The essential guide to employee engagement: better business performance through staff satisfaction.*

Cooper, D. R., & Schindler, P. S. (2011). *). Business research methods (11th ed.).* (11th ed.). New York, NY: McGraw-Hill Irwin.

Copeland, S. R., & Hughes, C. (2002). Effects of Goal Setting on Task Performance of Personswith Mental Retardation. *Education and Training in Mental Retardation and Developmental Disabilities, 37*(1), 40–54.

Creswell, J. W. (2009). *Mapping the field of mixed methods research.*

Culpepper, J. S., Faggioli, G., Ferro, N., & Kurland, O. (2021). Topic Difficulty: Collection and Query Formulation Effects. *ACM Transactions on Information Systems*, *40*(1), 1–36. https://doi.org/10.1145/3470563

De Clercq, D., Haq, I. U., Raja, U., Azeem, M. U., & Mahmud, N. (2018). When is an Islamic work ethic more likely to spur helping behavior? The roles of despotic leadership and gender. *Personnel Review*. https://doi.org/10.1108/PR-06-2017-0192

Definition of Ethic. (n.d.). English Oxford Living Dictionaries.

Demirtas, O., & Akdogan, A. A. (2014). The effect of ethical leadership behavior on ethical climate, turnover intention, and affective commitment. *Journal of Business Ethics*, *130*(130), 59-67.

Dima, A. L. (2018). Scale validation in applied health research: tutorial for a 6-step R-based psychometrics protocol. *Health Psychology and Behavioral Medicine*, *6*(1), 136–161. https://doi.org/10.1080/21642850.2018.1472602

Dong, Y., and Peng, C.-Y. J. (2013). *Principled missing data methods for researchers. SpringerPlus,. 2*(1), 222.

DUBALE, S. (2019). *THE EFFECT OF MOTIVATION ON EMPLOYEES'PERFORMANCE IN NOT FOR PROFIT ORGANIZATION (THE CASE OF SAVE THE CHILDREN INTERNATIONAL, ETHIOPIA COUNTRY OFFICE)*. (Doctoral dissertation, st. mary's University).

Dunegan, K. J., Uhl-Bien, M., & Duchon, D. (2002). LMX and subordinate performance: themoderating effects of task characteristics. . . *Journal of Business and Psychology, 17*(2), 275–285.

El Akremi, A., Colaianni, G., Portoghese, I., Galletta, M., & Battistelli, A. (2014). How organizational support impacts affective commitment and turnover among Italian nurses: A multilevel mediation model. *The International Journal of Human Resource Management, 25*(9), 1185–1207.

Elangovan, A. R. (2001). Causal Ordering of Stress, Satisfaction and Commitment, and Intention to Quit: A Structural Equations Analysis, Leadership & Organization. *Development Journal, 22*(4), 159-166.

Estigoy, E., Sulasula, J., & Guodu, X. A. (2020). Factors Affecting Employee Commitment in the Workplace: An Analysis. *Journal of Education and Practic*,

11(27), 160-171.

Fairchild, A. J., & McQuillin, S. D. (2010). Evaluating mediation and moderation effects in school psychology: A presentation of methods and review of current practice. *Journal of School Psychology, 48*(1), 53-84.

Feest, U. (2020). Construct validity in psychological tests – the case of implicit social cognition. *European Journal for Philosophy of Science, 10*(1), 1–24. https://doi.org/10.1007/s13194-019-0270-8

Flora, D. B., & Flake, J. K. (2017). The purpose and practice of exploratory and confirmatory factor analysis in psychological research: Decisions for scale development and validation. *Canadian Journal of Behavioural Science/Revue Canadienne Des Sciences Du Comportement, 49*(2), 78.

Fornell, C., & Larcker, D. F. (1981). *Structural equation models with unobservable variables and measurement error: Algebra and statistics.*

Foroudi, P., Palazzo, M., & Stone, M. (2021). *MIXED-METHODS RESEARCH. The Routledge Companion to Marketing Research.*

Fraenkel, J. R., Wallen, N. E., & Hyun, H. H. (2012). *How to design and evaluate research in education. .*

Frone, M. R. (2018). What happened to the employed during the Great Recession? A US population study of net change in employee insecurity, health, and organizational commitment. *Journal of Vocational Behavior*, *107*, 246–260.

Fullerton, D., Bamber, J., & Redmond, S. (2021). *Developing Effective Relationships Between Youth Justice Workers and Young People : A Synthesis of the Evidence Developing Effective Relationships Between Youth Justice Workers and Young People : A Synthesis of the Evidence.*

Furman, G. C. (2004). The Ethic of Community. *Journal of Educational*

211

Administration, *42*(2), 215–235. https://doi.org/10.1108/09578230410525612

Gefen, D., Rigdon, E. E., & Straub, D. (2011). *Editor's comments: an update and extension to SEM guidelines for administrative and social science research. Mis Quarterly, iii-xiv.*

Gefen, D., & Rigdon, E. E. (2011). An Update and Extension to SEM Guidelines for Administrative and Social Science Research. *MIS Quarterly*, *35*(2), 1–7.

Gellatly, I. R., Cowden, T. L., & Cummings, G. G. (2014). Staff nurse commitment, work relationships, and turnover intentions: A latent profile analysis. *Nursing Research*, *63*(3), 170–18.

Gellatly, I. R., Meyer, J. P., & Luchak, A. A. (2006). Combined effects of the three commitment components on focal and discretionary behaviors: A test of Meyer and Herscovitch's propositions. *Journal of Vocational Behavior*, *69*(2), 331-345.

Hafiz, A. (2017). Relationship between organizational commitment and employee's performance evidence from banking sector of Lahore. *Journal of Business and Management Review*, 7(2), 2–7. https://doi.org/10.4172/2223-5833.1000304

Hair, J. F., Anderson, R. E., Babin, B. J., and Black, W. C. (2010a). Multivariate data analysis: A global perspective. *Pearson Upper Saddle River, NJ. Hair, 7.*

Hair, J. F., Anderson, R. E., Babin, B. J., and Black, W. C. (2010b). *Multivariate data analysis: A global perspective.*

Hair, J. F., Black, W. C. & Babin, B. J. (2010). *Multivariate Data Analysis: A Global Perspective, Pearson Education.*

Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a silver bullet. *Ournal of Marketing Theory and Practice, 19*(2), 139-152.

Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (n.d.). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd ed.).

212

Hair Jr, J. F. (2006). Black, WC, Babin, BJ Anderson, RE & Tatham, R. . (2006). *Multivariate data analysi* (Vol. 6).

Hair Jr, J. F. (2006). Black, WC, Babin, BJ Anderson, RE & Tatham, R. . (2010). *Multivariate Data Anlysis:Prentice Hall*.

Hair Jr., J.F., Hult, G.T.M., Ringle, C., & Sarstedt, M. (2016). A primer on partial least squares structural equation modeling (PLS-SEM). *USA: Sage Publications. Hair,*.

Hamilton-Attwell, A. (1998). Productivity and Work Ethics. *Work Study*, *47*(3), 79–86. https://doi.org/10.1108/00438029810208807

Hanaysha, J. (2016a). Examining the effects of employee empowerment, teamwork, and employee training on organizational commitment. *Procedia-Social and Behavioral Sciences*, *229*, 298-306.

Hanaysha, J. (2016b). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. . . *Procedia - Social and Behavioral Sciences, 289–297*.

Hans, S. (2018). *Job characteristics affect shared leadership and perceived self-efficacy*. *39*(6), 730–744. https://doi.org/10.1108/LODJ-03-2018-0101

Haque, A., & Aslam, M. S. (2014). The influence of emotional exhaustion on intention to stay in the organization: Mediating role of affective commitment. *International Journal of Management and Innovation*, *6*(1), 16–30.

Harinoto, H., Sanusi, A., & Triatmanto, B. (2018). Organizational culture and work commitment mediate the Islamic work ethos on employee performance. *Academy of Strategic Management Journal, 7*(5), 1–8.

Harun, H. (2021). *Principles and Values of Islamic Communication in Organizations. In The Role of Islamic Spirituality in the Management and Leadership Process*. IGI Global.

Hayati, K. & Caniago, I. (2012). Islamic work ethic: The role of intrinsic motivation, job satisfaction, organizational commitment and job performance. *Procedia-Social and Behavioral Sciences*, *65*(41), 272–277.

Hazeltine, E., Ruthruff, E., & Remington, R. W. (2006). The role of input and output modality pairings in dual-task performance: Evidence for content-dependent central interference. *Cognitive Psychology*, *52*(4), 291-345.

Henderson, J. (2017). *Student Organization Participation Benefits Inventory: Anticipated and Experienced*. Faculty of Texas Tech University,.

Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, *43*(1), 115–135.

Holder, F. (2016). *Integrity in business: developing ethical behavior across cultures and jurisdictions*. CRC Press.

Hossain, I. (2020). *Intellectual Discourse* (Vol. 28, Issue 1).

Howell, A. (2021). *Ethics and End-of-Life Care for Alzheimer's Disease Patients: A Phenomenological Study of Clinical Healthcare Managers' Viewpoints*. Doctoral dissertation, Colorado Technical University.

Hughes, A. S., Lewis, S., Willis, K., Rogers, A., Wyke, S., & Smith, L. (2020). Goal setting in group programmes for long-term condition self-management support: experiences of patients and healthcare professionals. *Psychology & Health, 35*(1), 70–86.

Husin, W. N. W., & Kernain, N. F. Z. (2020). The Influence of Individual Behaviour and Organizational Commitment Towards the Enhancement of Islamic Work Ethics at Royal Malaysian Air Force. *Journal of Business Ethics*, *166*(3), 523–533. https://doi.org/10.1007/s10551-019-04118-7

Hwang, J., & Hopkins, K. M. (2015). A structural equation model of the effects of diversity characteristics and inclusion on organizational outcomes in the child welfare workforce. *Children and Youth Services Review, 50*, 44–52.

Ibrahim, S., Alzughibi, M., Anuar, A., & Azmin, B. (2021). Preliminary Data Validation for Identification of Teamwork Ethics Influence On Air Traffic Controllers Performance Parameters. *International Journal of Multidisciplinary and Current Educational Research (IJMCER)*, *3*(3), 1–7.

Ihionkhan Peter A & Aigbomian Eunice E. (2014). *THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANISATIONAL COMMITMENT : A STUDY OF MANUFACTURING ORGANISATIONS. V*(1), 5674.

Ikeda, K., & Hoashi, K. (. (2017). Crowdsourcing go: Effect of worker situation on mobile crowdsourcing performance. *In Proceedings of the 2017 CHI Conference on Human Factors in Computing Systems*, (pp. 1142-1153).

Imam, A., Abbasi, A. S., & Muneer, S. (2013). The Impact of Islamic Work Ethics on Employee Performance : Testing Two Models of Personality X and Personality Y. *Sci.Int(Lahore) ISSN 1013-5316; CODEN: SINTE 8*, *25*(3), 611–617.

Jackofsky. (1984). Turnover and Job Performance: An Integrated Process Model. *The Academy of Management Review, 9*(1), 74–83.

Jalil, A., Azam, F. & Rahman, M. K. (2010). *Implementation mechanism of ethics in business organizations. International Business*. *3*(4), 45–151.

Jamal, M. (2011). Job stress, job performance and organizational commitment in a multinational company: An empirical study in two countries. *International Journal of Business and Social Science*, *2*(20), 20–29.

Jamil, B., & Raja, N. S. (2011). . Impact of Compensation, Performance Evaluation and

215

Promotion Practices on Government Employees Performance VS Private Employees Performance. *Interdisciplinary Journal of Contemporary Research in Business, 3*(8).

Jaros, S. (2007). Meyer and Allen Model of Organizational Commitment : Measurement Issues. In *The Icfai Journal of Organizational Behavior* (Vol. 6, Issue 4). https://doi.org/10.1348/096317906X118685

Jaworski, B.J., & Kohli, A. K. (1993). Market orientation: antecedents and consequences. *Journal of Marketing, 57*(3), 53–70.

Jaworski, C., Ravichandran, S., Karpinski, A. C., & Singh, S. (2018). The effects of training satisfaction, employee benefits, and incentives on part-time employees' commitment. *International Journal of Hospitality Management, 74*(October 2017), 1–12. https://doi.org/10.1016/j.ijhm.2018.02.011

Jeevan, J., Mahinda, Y., & Haqimin, N. (2019). A Procedure for Implementing Exploratory Mixed Methods Research into Dry Port Management. *Transactions on Maritime Science, 8*(2), 157–170. https://doi.org/10.7225/toms.v08.n02.001

Johannesson, P., & Perjons, E. (2021). *A method framework for design science research. In An Introduction to Design Science*.

Julendra, A. K. M., Mulyani, S. S., & Insani, A. M. (2021). ANALYSIS OF COMMUNITY CASH WAQF INTENTION TO SUPPORT SUSTAINABLE DEVELOPMENT GOALS (SDGs): THEORY PLANNED BEHAVIOUR APPROACH. *Airlangga International Journal of Islamic Economics and Finance*, *4*(1), 46. https://doi.org/10.20473/aijief.v4i1.26383

Kahya, E., & Oral, N. (2018). Measurement of clinical nurse performance: Developing a tool including contextual items. *Journal of Nursing Education and Practice*, *8*(6), 112.

Kamaluddin, N., & Manan, S. K. A. (2010). The Conceptual Framework of Islamic Work Ethics (IWE). *Malaysian Accounting Review*, *9*(2), 57–70.

Kashefi, M. A., Adel, R. M., Abad, H. R. G., Aliklayeh, M. B. H., Moghaddam, H. K., & Nadimi, G. (2013). Organizational Commitment and Its Effects on Organizational Performance. *Interdisciplinary Journal of Contemporary Research in Business*, *4*(12), 501–510.

Khadijah, a. . S., Kamaluddin, N., & Salin A.S.A.P. (2015). Islamic Work Ethics (IWE) Practice among Employees of Banking Sectors. *Middle East Journal of Scientific Research*, *23*(5), 924–931. https://doi.org/10.5829/idosi.mejsr.2015.23.05.22173

Khalid, K. (2020). The Impact of Managerial Support on the Association Between Pay Satisfaction, Continuance and Affective Commitment, and Employee Task Performance. *SAGE Open*, *10*(1). https://doi.org/10.1177/2158244020914591

Khalil, A. I. A. E. F. (2016). The Islamic perspective of interpersonal communication. *Journal of Islamic Studies and Cultur*, *4*(2), 22–37.

Khalique, M., Ramayah, T., Hina, K., & Shaari, J. A. N. (2020). Islamic Entrepreneurship: A Systematic Review of Future Challenges and Prospects of Pakistani SMEs. *International Journal of Economics, Management and Accounting*, *28*(2), 277-295.

Khan, H. S. U. D., Zhiqiang, M., Musah, A. A. I., & Udimal, T. B. (2019). Impact of perceived organisational politics on job attitudes in health sector of Pakistan: the moderating role of Islamic work ethic. *Middle East Journal of Management*, *6*(6), 767–791.

Khan, M. M. (1994). *Sahih al-Bukhari. Translated*. Riyadh: Maktaba Dar-us-Salam.

Khan M.R., Ziauddin, J. F. A. and R. M. I. (2010). The Impacts of Organizational Commitment on Employee Job Performance. European Journal of Social Sciences.

European Journal of Social Sciences, *15*(3), Pp. 292-298.

Khan, S. I. (2015). Does affective commitment positively predict employee performance?: Evidence from the banking industry of Bangladesh. *The Journal of Developing Areas*, *49*(6), 429–439. https://doi.org/10.1353/jda.2015.0114

Kibria, A., Junejo, I., Siddique, M., & Banbhan, A. A. (2020). The Impact Of Islamic Work Ethics On Employees Performance. *Proceedings of 5th Asia-Pacific Business Research Conference 17 - 18 February, 2014, Hotel Istana, Kuala Lumpur, Malaysia, ISBN: 978-1-922069-44-3*, *11*(February), 3020–3027. https://avesis.yyu.edu.tr/yayin/ec0a49bb-f15a-4094-ad47-0f389256b31c/the-impact-of-islamic-work-ethics-on-employees-performance

Kim, S. (2012). The impct of human resource management on state government IT employee turnover intentions. . . *Public Personnel Management*, *41*(2), 257–279.

Kirkpatrick, D., & Kirkpatrick, J. (2006). Evaluating training programs. *The Four Levels. Berrett-Koehler Publishers.*.

Kline. (2011a). *Principles and Practice of Structural Equation Modeling* (3rd ed.).

Kline, R. B. (2011b). *Convergence of structural equation modeling and multilevel modeling*.

Kloutsiniotis, P. V., & Mihail, D. M. (2018). *The link between perceived high-performance work practices, employee attitudes and service quality: The mediating and moderating role of trust. Employee Relations.*

Komari, N., & Djafar, F. (2013). Work ethics, work satisfaction and organizational commitment at the Sharia Bank, Indonesia. *International Business Research, 6*(12), 107.

Komari, N., & Djafar, F. (2013). Work Ethics, Work Satisfaction and Organizational Commitment at the Sharia Bank, Indonesia. *International Business Research*,

218

6(12), 107–117. https://doi.org/10.5539/ibr.v6n12p107

Krajcsi, A. (2017). *Advancing best practices in data analysis with automatic and optimized output data analysis software*.

Krejcie, R. V., & Morgan, D. W. (1970). *Determining sample size for research activities. Educational and psychological measurement,. 30*(3), 607–610.

Kumar, N., & Che Rose, R. (2010). . Examining the link between Islamic work ethic and innovation capability. *Journal of Management Development*, *29*(1), 79–93.

Kumar, N., & Raduan, C. R. (2010). Examining the link between Islamic work ethic and innovation capability. *Ournal of Management Development*, *29*(1), 73–93.

Kumar, N. R. & Rose, R. C. (2010). Examining the link between Islamic work ethic and innovation capability. *Journal of Management Development, 29*(1), 79–93.

Lakens, D. (2021). *Sample Size Justification*.

Lambert, E. & H. (2009). *"The importance of job satisfaction and organisational commitment in shaping turnover intent", Criminal Justice Review,*.

Lambert, E. G., Leone, M., Hogan, N. L., Buckner, Z., Worley, R., & Worley, V. B. (2021). To be committed or not: a systematic review of the empirical literature on organizational commitment among correctional staff. *Criminal Justice Studies*, *34*(1), 88–114. https://doi.org/10.1080/1478601X.2020.1762082

Ledesma, R. D., Ferrando, P. J., Trógolo, M. A., Poó, F. M., Tosi, J. D., & Castro, C. (2021). Exploratory factor analysis in transportation research: Current practices and recommendations. Transportation research part F: *Traffic Psychology and Behaviour*, *78*, 340-352.

Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of Counseling Psychology*, *60*(4), 557.

LePine, J., Erez, A., & Johnson, D. (2002). The nature and dimensionality of organizational citizenship behavior: A critical review and meta-analysis. *Journal of Applied Psychology, 87*(1), 52-65. Lerner.

Limpanitgul, B. P. (2014). Coworker support and organisational commitment: A comparative study of Thai employees working in Thai and American airlines. *Journal of Hospitality and Tourism Management*, 100-107.

Locke, E. A., & Latham, G. P. (2020). Building a theory by induction: The example of goal setting theory. . . *Organizational Psychology Review, 10*(3–4), 223-239.

Luna-Arocas, R & Camps, J. (2008). A model of high performance work practices and turnover intentions. *Personnel Review, 37*(1), 26-46.

Majid A., Muhammad Asif K., Fakhra M., Muhammad Atif K., & S. M. H. N. (2014). Sway of Islamic work Ethics on Employees Commitment and Satisfaction in Banking Sector. *Interdisciplinar Journal of Contemporary Research in Business*, *5*(8), 389-399.

mam, A., Abbasi, A.S., & Muneer, S. (2013). The impact of Islamic work ethics on employee performance: Testing two models of personality X and personality Y. *Cience International (Lahore), 25*(3), 611-617. Kamil,.

Manser, T. (2009). "Teamwork and patient safety in dynamic domains of healthcare: a review of the literature. *Naesthesiologica Scandinavica*, *53*(2), 143-151.

Marcoulides, K. M., & Yuan, K. H. (2020). Using equivalence testing to evaluate goodness of fit in multilevel structural equation models. *International Journal of Research & Method in Education*, *43*(4), 431-443.

Marzuki@Yahaya, N., Yusof, M. N., Ismail, S. A., & Bakar, M. R. A. (2017). Islamic Work Ethics is the Basis of Human Management. *International Journal of Business and Social Science*, *8*(10), 258–263.

Maynard. (2013). Health Care Rationing: Doing It Better in Public and Private Health Care Systems. *Journal of Health Politics, Policy and Law*, *38*(6), 1103–1127.

McGrath, S. K., & Whitty, S. J. (2018). Accountability and responsibility defined. In *International Journal of Managing Projects in Business.*

Mento, A. J., Steel, R. P., & Karren, R. J. (1987). A meta-analytic study of the effects of goal setting on task performance: 1966-1984. *Organizational Behavior and Human Decision Processes, 39*, 52–83.

Meretoja, R., Isoaho, H., & Leino-Kilpi, H. (2004). Nurse competence scale: development and psychometric testing. *Journal of Advanced Nursing*, *47*(20), 124-133.

Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, *1*(1), 61–89.

Meyer, J.P., Stanley, D.J., Herscovitch, L., and T. (2002). J., Herscovitch, L., and Topolnytsky, 2002. Affective, Continuance, and Normative Commitment to the Organization: A Meta-Analysis of Antecedents, Correlates, and Consequences. *Journal of Vocational Behavior*, *61*, 20–52.

Meyer, J. P., & Allen, N. J. (1991a). A Three-Component Model Conceptualization of Organizational Commitment. *Human Resource Management Review*, *1*(1), 61–89. https://doi.org/10.1016/1053-4822(91)90011-Z

Meyer, J. P., & Allen, N. J. (1991b). A Three Component Conceptualization of Organizational Commitment. *Human Resource Management Review*, *1*(1), 61–89.

Mickan, S. M. (2005). "Evaluating the effectiveness of health care teams. *Australian Health Review*, *29*(2), 211–217.

Mitchell, P., Wynia, M., Golden, R., McNellis, B., Okun, S., Webb, C. E., ... & Von Kohorn, I. (2012). *Core principles & values of effective team-based health care.*

NAM Perspectives.

Moayedi, N. N. (2009). Islamic work ethic and Muslim religious beliefs impact on organizational commitment in the workplace. In *ProQuest Dissertations and Theses* (Issue September). http://search.proquest.com/docview/305120344?accountid=14549%5Cnhttp://hl5yy6xn2p.search.serialssolutions.com/?genre=article&sid=ProQ:&atitle=Islamic+work+ethic+and+Muslim+religious+beliefs+impact+on+organizational+commitment+in+the+workplace&title=Islami

MoH. (2012). *Annual report, Bahrain Ministry of Health*.

MoH. (2015). *Health Improvement Strategy _ 2015- 2018*.

MoH. (2018). *Ministry of Health Expenditure (Including Projects) as % of Total Public Expenditure 2000- 2017*.

Mohajan, H. K. (2021). Quantitative Research: A Successful Investigation in Natural and Social Sciences. *Journal of Economic Development, Environment and People*, *9*(4), 50–79.

Mohajan, Haradhan Kumar. (2017). Two criteria for good measurements in research: Validity and reliability. *Annals of Spiru Haret University. Economic Series*, *17*(4), 59–82.

Mohamed, N., Karim, N.S.A., & Hussein, R. (2014). Linking Islamic work ethic to computer use ethics, job satisfaction and organisational commitment in Malaysia. *Journal of Business Systems, Governance and Ethics*, *5*(1), 13–23.

Mohammad, J., & Quoquab, F. (2016). Furthering the thought on Islamic work ethic: how does it differ? *Journal of Islamic Marketing*, *7*(3), 355–375. https://doi.org/10.1108/JIMA-07-2014-0047

Moldogaziev, T. T., & Silvia, C. (2014). . Fostering affective organizational

222

commitment in public sector agencies: The significance of multifaceted leadership roles. *Public Administration*, *93*(3), 557-575.

Morrison, E. W. (2011). Employee voice behavior: Integration and directions for future research. *Academy of Management Annals*, *5*(1), 373–412.

Mosadeghrad, A. M., & Ferdosi, M. (2013). Leadership, job satisfaction and organizational commitment in healthcare sector: Proposing and testing a model. *Materia Socio-Medica, 25*(2), 121.

Motowidlo, S.J., Ghosh, K., Mendoza, A.M., Buchanan, A.E., & Lerma, M. N. (2016). . A context-independent situational judgment test to measure prosocial implicit trait policy. *Human Performance*, *29*(4), 331–364.

Motowildo, S. J., Borman, W. C., & Schmit, M. J. (1997). A theory of individual differences in task and contextual performance. *Human Performance*, *10*(2), 71–83.

Mubbsher Khan, Zia-ur-Rehman, W. A. (2012). The impact of employee commitment on employee satisfaction role of employee performance as a moderating variable. *SINGAPOREAN JOuRNAl Of BuSINESS EcONOmIcS, ANd MANAGEmENt StudIES*, *1*(2), 68–80.

Murtaza, G., Abbas, M., Raja, U., Roques, O., Khalid, A., & Mushtaq, R. (2016a). Impact of Islamic Work Ethics on Organizational Citizenship. *Journal of Business Ethics, 133*(2), 325–333. https://doi.org/10.1007/s10551-014-2396-0

Murtaza, G., Abbas, M., Raja, U., Roques, O., Khalid, A., & Mushtaq, R. (2016b). Impact of Islamic Work Ethics on Organizational Citizenship Behaviors and Knowledge-Sharing Behaviors. *Journal of Business Ethics*, *133*(2), 325–333. https://doi.org/10.1007/s10551-014-2396-0

Mutter, S. A., Naylor, J. C., & Patterson, E. R. (2005). The effects of age and task

context on Stroop task performance. *Memory & Cognition, 33*(3), 514-530. Nahum-Shani,.

Myint, K. M. (2019). *THE EFFECT OF LEADERSHIP STYLES ON EMPLOYEE PERFORMANCE OF PRO 1 MYANMAR CO.* LTD (Doctoral dissertation, Yangon University of Economics).

Naghneh, M. H. K., Tafreshi, M. Z., Naderi, M., Shakeri, N., Bolourchifard, F., & Goyaghaj, N. S. (20107). *The relationship between organizational commitment and nursing care behavior. Electronic physician*. *9*(7), 4835.

Nalla, M. K., Akhtar, S., & Lambert, E. G. (2020). Exploring the connection between job satisfaction and different forms of organizational commitment among police. *Criminal Justice and Behavior, 47*(5), 511-528.

Nasr, L. (2012). The relationship between the three components model of commitment, workplace stress and career path application to employees in medium size organizations in Lebanon. *Journal of Organizational Culture, Communications & Conflict*, *16*(1), 72–87.

Naylor MD, Coburn KD, Kurtzman ET, Prvu Bettger JA, Buck H, V. C. J. et al. (2010). Inter-professional team- based primary care for chronically ill adults. *F the Science. Unpublished White Paper Presented at the ABIM Foundation Meeting to Advance Team-Based Care for the Chronically Ill in Ambulatory Settings.*

Nazneen, A., & Miralam, M. S. (2017). A Study of Affective, Continuance and Normative Commitments and its Impact on Job Satisfaction among the Faculty Members of Technical Universities AFROZE. *International Review of Management and Business Research*, *6*(4), 1427–1438.

Nhra. (2016). *Annual report*.

Nhra. (2017). *Annual Report*. www.nhra.bh

Nhra. (2018). *Annual Report*. https://www.nhra.bh/About/AnnualReport/

Nhra. (2019a). *Annual Report*. https://doi.org/10.1017/CBO9781107415324.004

Nhra. (2019b). Annual Report. In *NATIONAL HEALTH REGULATORY AUTHORITY*. https://doi.org/10.1017/CBO9781107415324.004

Nhra. (2020). *Annual Report*. www.nhra.bh

Nigam, V., Yasara, D., & Duguma, T. (2017). Pros and cons of different sampling techniques Gaganpreet. *International Journal of Applied Research, 3*(7), 749–752.

Nik Mutasim, N.A.R., M. N. and S. O. A. (2006). The relationship between Islamic work ethics and organisational commitment: A case analysis. . . *Malaysian Management Review, 41*(1), 79–89.

Noraazian, & Khalip. (2016). A Three-Component Conceptualization of Organizational Commitment. *International Journal of Academic Research in Business and Social Sciences*, *6*(12), 16–23. https://doi.org/10.6007/IJARBSS/v6-i12/2464

O'brien, R. M. (2007). A Caution Regarding Rules of Thumb for Variance Inflation Factors. *Quality & Quantity*, 673–690. https://doi.org/10.1007/s11135-006-9018-6

Ocel, H. (2013). The relationships of contextual performance with person-organization fit, perceived organizational prestige and organizational identity strength: The mediating role of organizational. In *Turk Psikoloji Dergis* (Vol. 28, Issue 71).

Orme, G., & Ashton, C. (2003). Ethics – A Foundation Competency. *Industrial and Commercial Training*, *35*(5), 184–190. https://doi.org/10.1108/00197850310487313

Osborne, J. W. (2014). *Best Practices in Exploratory Factor Analysis: CreateSpace Independent Publishing Platform.*

Othman, M. Y., Abdul Rahman, A., Alwi, S., & Munira, M. (2011). Work ethic of

Malaysian civil servants. *Proceeding of the 2nd International Conference on Business and Economic Research (2nd ICBER 2011), Malaysia, 225-23*, 225–23.

Othman, K. (2016). Work Ethics and Quality Workplace : An Observation from the Conventional and Islamic Application. *'Ulūm Islāmiyyah Journal*, *17*(17), 79–102. https://doi.org/10.12816/0029104

Paais, M., & Pattiruhu, J. R. (2020). Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. *Journal of Asian Finance, Economics and Business*, *7*(8), 577–588. https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577

Pallant, J. (2010). *SPSS survaival manual: a step by step guide to data analysis using SPSS.*

Pallant, J. (2013). *SPSS survival manual: McGraw-Hill Education (UK). Patel,.*

Palo, J., & Korander, T. (2020). *Setting goals for autonomous motivation using Objectives and Key Results.*

Parasuraman, A., Berry, L.L. & Zeithaml, V. . (1993). More on improving service quality measurement. *Journal of Retailing*, *69*(1), 140-7. Pallant,.

Pathak, A. (2020). Max Weber and Adam Smith : Some points of conceptual congruence Related papers. *IOSR Journal of Humanities And Social Science (IOSR-JHSS*, *25*(3), 58–69. https://doi.org/10.9790/0837-2508035869

Piocuda, J. E. (2009). *The Interaction between Music and Task Performance: The Tower of Hanoi & Missionaries and Cannibals. University of North Carolina at Pembroke.*

Pollard, D. (2010). Human resource management with Islamic management principles. *Personnel Review*, *39*(6), 712–727. https://doi.org/10.1108/00483481011075576

Pollok, P., Lüttgens, D., & Piller, F. T. (2019). How Firms Develop Capabilities for

Crowdsourcing to Increase Open Innovation Performance: The Interplay between Organizational Roles and Knowledge Processes. *Journal of Product Innovation Management*, *36*(4), 412–441. https://doi.org/10.1111/jpim.12485

Poon, J. M. (2013). . Relationships among perceived career support, affective commitment, and work engagement. *International Journal of Psychology*, *48*(6), 1148–1155.

Porter, G. (2004). Work, Work Ethic, Work Excess. *Journal of Organizational Change Management*, *17*(5), 424–439. https://doi.org/10.1108/09534810410554461

Prasetya, A., & Kato, M. (2011). Employees' perception towards the performance assessment system and salary system. *In Proceeding from ICETD (International Conference on Economics, Trade, and Development)-Bali Island-April.*

Purnell, J. Q., Lobb Dougherty, N., Kryzer, E. K., Bajracharya, S., Chaitan, V. L., Combs, T., Ballard, E., Simpson, A., Caburnay, C., Poor, T. J., Pearson, C. J., Reiter, C., Adams, K. R., & Brown, M. (2020). Research to Translation: The Healthy Schools Toolkit and New Approaches to the Whole School, Whole Community, Whole Child Model. *Journal of School Health*, *90*(12), 948–963. https://doi.org/10.1111/josh.12958

Purwanto, A. (2021). Partial Least Squares Structural Squation Modeling (PLS-SEM) Analysis for Social and Management Research : A Literature Review. *Journal of Industrial Engineering & Management Research*, *2*(4), 114–123.

Qasim, M., Irshad, M., Majeed, M., & Rizvi, S. T. H. (2021). Examining Impact of Islamic Work Ethic on Task Performance: Mediating Effect of Psychological Capital and a Moderating Role of Ethical Leadership. In *Journal of Business Ethics,.*

Qatmeemalmarhoon, A. B. A. S., Noor, K. B. M., Abdalla, M. A. D., & Musbah, A. R.

227

(2017). Effect of Motivation on Employees' Performance and Employees' Commitment. *International Journal of Management and Applied Science, 3*(9), 39–43.

Rahman, W. & Shah, B. (2012). The Mediating Effects of Perceived Employee Development on the Relationships between Performance Appraisal and Job Performance in Public Universities of Khyber Pakhtunkhwa, Pakistan. *Business and Management Review, 2*(1), 11–26.

Rana, S., Eshita, N. N., & Al Mamun, A. S. M. (2021). Robust Normality Test in the Presence of Outliers. *Journal of Physics: Conference Series*, *1863*(1). https://doi.org/10.1088/1742-6596/1863/1/012009

Rashid, Zabid Abdul, Sambasivan, Murali and Johari, J. (2003). The influence of corporate culture and organizational commitment on performance. *Journal of Management Development, 22*(8), 708–728.

Reed, M. S., Ferre, M., Martin-Ortega, J., Blanche, R., Lawford-Rolfe, R., Dallimer, M., & Holden, J. (2021). Evaluating impact from research: a methodological framework. *Research Policy*, *50*(4), 104147.

Reichers, Reichers, A. E., & Reichers. (1985). A Review and Reconceptualization of Organizational Commitment. *ACAD MANAGE REV*, 465-476.

Richard T. Mowday, L. W. (2013). *Employee—organization linkages: The psychology of commitment, absenteeism, and turnover. Academic Press.*

Rizk, R. R. (2008). Back to Basics: An Islamic Perspective on Business and Work Ethics. *Social Responsibility Journal*, *4*, 246–254. https://doi.org/10.1108/17471110810856992

Robbins, S. J. (2009). *Organizational behavior: global and Southern African perspectives. New Jersey: Pearson.*

228

Robbins, S. P. (2001). *Organisational behaviour: global and Southern African perspectives. Pearson South Africa*.

Rokhman, W. (2010). The Effect of Islamic Work Ethics (IWE) on Work Outcomes. *Electronic Journal of Business Ethics and Organization Studies*, *15*(1), 21–27. https://doi.org/10.4103/1817-7417.104699

Rönkkö, M., & Cho, E. (2020). An Updated Guideline for Assessing Discriminant Validity. In *Organizational Research Methods*. https://doi.org/10.1177/1094428120968614

Rosen, M. A., DiazGranados, D., Dietz, A. S., Benishek, L. E., Thompson, D., Pronovost, P. J., & Weaver, S. J. (2018). Teamwork in healthcare: Key discoveries enabling safer, high-quality care. *American Psychologist*, *73*(4), 433.

Rydenfält, C., Borell, J., & Erlingsdottir, G. (2019). What do doctors mean when they talk about teamwork ? Possible implications for interprofessional care. *Journal of Interprofessional Care*, *33*(6), 714–723. https://doi.org/10.1080/13561820.2018.1538943

Sadozai, A. M. , Marri, M. Y. K. , Zaman, M. F. , Yousufzai, M. I. , & Nas, Z. (2013). Moderating Role of Islamic Work Ethics (IWEs) between the Relationship of Organizational Commitment (OC) and Turnover Intentions (TOIs): A Study of Public Sector of Pakistan. *Mediterranean Journal of Social Sciences*, *4*(2), 767–775. https://doi.org/10.5901/mjss.2013.v4n2p767

Saeidi, T., Mesbah, M., & Habibian, M. (2020). Sequenced Ordered Logit Model Considering Latent Variables for Determining Trip Satisfaction of Metro Passengers. *Transportation Research Record*, *2674*(9), 755–766.

Saif Ahmad, Puteh, A., Branch, P., Campus, T., Khadijah, S., Manan, A., Kamaluddin, N., Sembilan, N., & Nawawi, Anuarul, A. (2017). *THE ROLE OF ISLAMIC*

ETHICS TO PREVENT. *September*.

Sajeevanie, T. L., Opatha, H. H. D. N. P., & Dissanayake, K. (2020). An Instrument to Measure the Practice of Strategic Human Resource Management in Private Sector Organizations. *Sri Lankan Journal of Human Resource Management*, *10*(1), 1. https://doi.org/10.4038/sljhrm.v10i1.5647

Salahudin, S. N. bin, Baharuddin, S. S. binti, Abdullah, M. S., & Osman, A. (2016). The Effect of Islamic Work Ethics on Organizational Commitment. *Procedia Economics and Finance*. https://doi.org/10.1016/S2212-5671(16)00071-X

Salanova, M., Lorente, L., Chambel, M. J., & Martínez, I. M. (2011). Linking transformational leadership to nurses' extra-role performance: the mediating role of self-efficacy and work engagement. J. *Journal of Advanced Nursing*, *67*(10), 2256–2266.

Salem, Z.O., and S. O. S. A. (2012). The Effects of Islamic Individuals' Ethics on Organizational Commitment of Employees in Libyan Public Banks,. *British Journal of Arts and Social Sciences*.

Sarminah, S. (2003). The contribution of Islamic ethics and organisational factors on employees organisational commitment. *Paper Presented at the International Conference of the Asian Academy of Applied Business*, 10–12.

Schiestel, C. (2007). Job satisfaction among Arizona adult nurse practitioners. *Journal of the American Association of Nurse Practitioners, 19*, 30-34.

Schumacker, R & Lomax, R. (2004). A beginner's guide to structural equation modeling. *Mahwah, New Jersey: Lawrence Erlbaum Associates,* 288–144.

Sears, L. E., Shi, Y., Coberley, C. R., & Pope, J. E. (2013). Overall well-being as a predictor of health care, productivity, and retention outcomes in a large employer. *Population Health Management*, *16*(6), 397–405.

Sekaran, U. & Bougie, R. (2010). *Research methods for business. A sill building approach* (5th ed.). John Willey: UK.

Shadare, O. A., & Ayo, H. T. (2009). Influence of Work Motivation, Leadership Effectiveness and Time Management on Employees' Performance in Some Selected Industries inIbadan, Oyo State, Nigeria. *European Journal of Economics, Finance and Administrative Sciences, 16*, 7–17.

Shafique, M. N., Haseeb, M., Ahmad, N., Khurshid, M., & Ahmad, H. (2015). The Influence of Islamic work ethics on job satisfaction and organization commitment. *Journal of Marketing and Consumer Research, 14*(2), 23–28.

Shafique, M. N., Haseeb, M., Ahmad, N., Khurshid, M., & Ahmad, H. (2015). The Influence of Islamic Work Ethics on Job Satisfaction and Organization Commitment. *Journal of Marketing and Consumer Research*, *14*, 23–29.

Shukri Ahmad, & Musa Yusuf Owoyemi. (2012). The Concept of Islamic Work Ethic: An Analysis of Some Salient Points in the Prophetic Tradition. *International Journal of Business and Social Science*, *3*(20), 116–123.

Smith, V. O., Smith, Y. S., Haroon, M., Muhammad, H., Zaman, F., Rehman, W., Hassan, A., Banking, I., In, S., Echchabi, A., Number, F., Rizk, R. R., Les Montja, M., Orme, G., Ashton, C., Hamilton-Attwell, Amanda, Vinten, G., Ali, A. J., … Porter, G. (2004). Who defines ethics in your organization? *Industrial and Commercial Training*, *17*(3), 180–183. https://doi.org/10.1108/00197850310487313

Smith, Y. (2011). "Bias, history, and the Protestant Work Ethic",. *Journal of Management History*, *17*(3), pp282-298.

Somers, M.J. & Birnbaum, D. (1998). Work-related commitment and job performance: it's also the nature of the performance that counts. *Journal of Organizational*

231

Behaviour, 19, 621–634.

Spychala, A. S. S. V. J. (2008). *Job performance. The Sage handbook of organizational behavior*.

SSEGAWA GODFREY. (2014). *FACTORS INFLUENCING EMPLOYEE JOB SATISFACTION AND ITS IMPACT ON EMPLOYEE PERFORMANCE: A CASE OF UNILEVER KENYA*.

Starfield, B. (2006). Threads and yarns: weaving the tapestry of comorbidity. *The Annals of Family Medicine*, *4*(2), 101-103.

Stazyk, E. C., Pandey, S. K., & Wright, B. E. (2011). Understanding affective organizational commitment: The importance of institutional context. *The American Review of Public Administration*, *41*(6), 603-624.

Stéphanie Chatelain-Ponroy, Stéphanie Mignot-Gerard, Christine Musselin, S. S. (2018). Is Commitment to Performance-based Management Compatible with Commitment to University " Publicness "? Academics ' Values in French Universities To cite this version : HAL Id : hal-01892608 Is Commitment to Performance- based Management Compatible with Co. *SAGE Publications*, *39*(10), pp.1377-1401. https://doi.org/10.1177/0170840617717099

Straub, D., Boudreau, M-C & Gefen, D. (2004). Validation guidelines for IS positivist research. *Communications of the Association for Information Systems*, *13*(24), 380-427.

Stumpf, S. A., Doh, J. P., & Tymon Jr, W. G. (2010). The strength of HR practices in India and their effects on employee career success, performance, and potential. Human Resource Management: Published in Cooperation with the School of Business Administration. *The University of Michigan and in Alliance with the Society of Human Resources Management*, *49*(3), 353–375.

Suib, F. H., & Said, M. F. (2017). A review of Islamic work ethics and spirituality concepts in service industry. *Nusantara Studies (JONUS)*, *2*(2), 282-294.

Suib, F. H., & Said, M. F., & Said, Fatin Husna Suib, M. F. (2017). A review of Islamic work ethics and spirituality concepts in service industry. *Nusantara Studies (JONUS)*, *2*(2), 282-294.

Suliman, A. M. T. (2002). Is It Really a Mediating Construct?: The Mediating Role of Organizational Commitment in Work Climate-Performance Relationship. *Journal of Management Development*, *21*(3), 170–183. https://doi.org/10.1108/02621710210420255

Sürücü, L. (2020). VALIDITY AND RELIABILITY IN QUANTITATIVE RESEARCH. *Business & Management Studies: An International Journal, 8*(3), 2694–2726.

SÜRÜCÜ, L., & MASLAKÇI, A. (2020). VALIDITY AND RELIABILITY IN QUANTITATIVE RESEARCH. *Business & Management Studies: An International Journal*, 8(3), 2694–2726. https://doi.org/10.15295/bmij.v8i3.1540

Suzila Mat Salleh1, Siti Norbillahuda Ismail, Siti Fatimah Mardiah Hamzah1 Ahmad Suffian Mohd Zahari1, Noor Hafiza Mohammed1, N. A. (2017). Knowledge Sharing and Organizational Commitment in Organization Knowledge Sharing and Organizational Commitment in Organization. *Journal of Applied Environmental Bio-Sciences, 7*(58), 37–40.

Syauta, J. H., Troena, E. A., & Margono Setiawan, S. (2012). The influence of organizational culture, organizational commitment to job satisfaction and employee performance (study at municipal waterworks of Jayapura, Papua Indonesia). *International Journal of Business and Management Invention, 1*(1), 69-76.

233

Synopsis, M. A. (2017). Quantitative research methods: A synopsis approach. *Arabian Journal of Business and Management Review (Kuwait Chapter)*, *6*(10), 40–47. https://doi.org/10.12816/0040336

Tesfaye, T., Abera, A., Hailu, F. B., Nemera, G., & Belina, S. (2015). Assessment of factors affecting performance of nurses working at Jimma University Specialized Hospital in Jimma Town, Oromia Region, South-West Ethiopia. *J Nurs Care, 46*(6), 312.

Tolentino, R. C. (2013). Organizational Commitment and Job Performance of the Academic and Administrative Personnel. *International Journal of Information Technology and Business Management*, *15*(1), 51–59. https://doi.org/ISSN 2304-0777

Travern1, J. S., Naidoo2, S., & * & A. R. (2021). A STRUCTURAL EQUATION MODEL LINKING INNOVATION AND KNOWLEDGE MANAGEMENT CAPABILITY TO IMPROVE ORGANISATIONAL CAPABILITY EFFICIENCY. *South African Journal of Industrial Engineering*, *32*(2), 65–81.

Trismiyanti, D., Linda, M. R., & Yonita, R. (2020). THE IMPACT OF JOB SATISFACTION AND EMPLOYEE ENGAGEMENT ON ORGANIZATIONAL COMMITMENT. *Dinasti International Journal of Education Management And Social Science, 2*(1), 55–66. https://doi.org/10.31933/DIJEMSS

Tsai, Y. (2014). Learning organizations, internal marketing, and organizational commitment in hospitals. *BMC Health Services Research*, 152.

Tubbs, M. E., & Trusty, M. L. (2001). Direct reports of motivation for task performance levels:Some construct-related evidence. *The Journal of Psychology, 135*(2), 185-204. 326.

Tubbs, M. E. (1986). . Goal setting: A meta-analytic examination of the empirical evidence. *Journal of Applied Psychology, 7*(3), 474.

Turner, B., & Chelladurai, P. (2005). Organizational and occupational commitment, intention to leave, and perceived performance of intercollegiate coaches. *Journal of Sports Management, 19*, 193–211.

Urbach, N., & Ahlemann, F. (2010). Structural equation modeling in information systems research using partial least squares. *Journal of Information Technology Theory and Application*, *11*(2), 5–40.

Uyanga Bazaa, M. S. (2021). *Value Congruence as an Antecedent in the Organization-Public Relationships Model*. Faculty of Texas Tech University.

Valentine, S., Godkin, L., Fleischman, G. M., & Kidwell, R. (2011). Corporate ethical values, group creativity, job satisfaction and turnover intention: The impact of work context on work response. *Journal of Business Ethics*, *98*(3), 353–372.

Van Scotter, J., Motowidlo, S. J., & Cross, T. C. (2000). Effects of task performance and contextual performance on systemic rewards. *Journal of Applied Psychology, 85*(4), 526.

Veld, M., & Van de Voorde, K. (2014). . How to take care of nurses in your organizations: Two types of exchange relationships compared. *Journal of Advanced Nursing, 70*(4), 855-865.

Velickovic VM, Visnjic A, Jovic S, Radulovic O, Sargic C, Mihajlovic J, et al. (2014). Organizational commitment and job satisfaction among nurses in Serbia. *A Factor Analysis. Nurs Outlook*, *62*(6), 415–427.

Vinten, G. (1998). Putting Ethics Into Quality. *The TQM Magazine*, *10*(2), 89–94. https://doi.org/10.1108/09544789810211380

Virani, T. (2012). Interprofessional collaborative teams. *Canadian Health Services*

Research Foundation.

Vischer, J. C. (2007). The effects of the physical environment on job performance: towards at heoretical model of workspace stress. *Stress and Health*, *23*, 175–184.

Wang, Z. (2019). Reform and Revolution: A Comparative Study on Ethical Concern of European Modern Design. *Journal of Social and Political Sciences*, *2*(3).

Westfall, P. H. (2014). Kurtosis as peakedness, 1905–2014. RIP. *The American Statistician, 68*(3), 191-195.

William, A. N., & Paul, B. G. (2008). Ethics and quality improvement. Healthcare Executive. *Retrieved from ABI / INFORM Global Database*, *23*(4), 40–41.

World Bank report. (2021). *Bahrain Healthcare Spending 2000-2021*. https://www.macrotrends.net/countries/BHR/bahrain/healthcare-spending

World Health Organization. (2006). *The world health report 2006: working together for health. World Health Organization*.

Wu, M. Y., & Lee, Y. R. (2011). The effects of internal marketing, job satisfaction and service attitude on job performance among high-tech firm. *African Journal of Business Management, 5*(32), 12551–12562.

Xerri, M. J., & Brunetto, Y. (2013). . Fostering innovative behaviour: The importance of employee commitment and organisational citizenship behaviour. *The International Journal of Human Resource Management*, *24*(16), 3163–3177.

Yen, H., & Chien, S. (2012). The Mediating Effect of Organizational Commitment on Leadership Type and Job Performance. *The Journal of Human Resource and Adult Learning*, *8*(2), 50–59.

Yesil, S., Sekkeli, Z. H., & Dogan, O. (2012). An Investigation into the Implications of Islamic Work Ethic (IWE) in the Workplace. *Journal of Economics and Behavioral Studies, 4*(11), 612–624.

Yousef, D. A. (1998). Satisfaction with job security as a predictor of organizational commitment and job performance in a multicultural environment. *International Journal of Manpower, 19*(3), 184-194.

Yousef, D. A. (2000). Organizational commitment as a mediator of the relationship between IWE and attitudes towards organizational change. *Human Relations*, *53*(4), 513–537.

Yousef, D. A. (2001). Islamic work ethic–A moderator between organizational commitment and job satisfaction in a cross-cultural context. *Personnel Review*, *30*(2), 152–169. https://doi.org/https://doi.org/10.1108/00483480110380325

Yu, G., & Park, J. (2006). The effect of downsizing on the financial performance and employee productivity of Korean firms. *International Journal of Manpower*, *27*(3), 230-250.

Yusoff, Z., Salleh, W., Zakaria, Z., Nair, G., Vadeveloo, T., and, & Luqman, A. (2011). The influence of personal and organizational factors on ethical decision making Intentions among managers. *Journal Of Business & Managementournal Of Business & Management*, *6*(9), 69–261.

Zhang, Y., Zhou, B., Cai, X., Guo, W., Ding, X., & Yuan, X. (2021). *Missing value imputation in multivariate time series with end-to-end generative adversarial network* (Vol. 551). Information Science.

Zhao, X., Sun, T., Cao, Q., Li, C., Duan, X., Fan, L., & Liu, Y. (2013). The impact of quality of work life on job embeddedness and affective commitment and their co-effect on turnover intention of nurses. *Journal of Clinical Nursing, 22*(2–6), 780-788.

Zhou, X., Wu, Z., Liang, D., Jia, R., Wang, M., Chen, C., & Lu, G. (2021). Nurses' voice behaviour: The influence of humble leadership, affective commitment and

job embeddedness in China. In *Journal of Nursing Management*.

Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2013). *Business research methods (Book Only)*. Cengage Learning.