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Factors affecting perfection and quality of work (Itqan) Applied Study on workers who belong to Shaqra University, College of Science and Humanities Studies (Thadiq), KSA.

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ABSTRACT; This study mainly focused on the factors that affect the Itqan or the perfection of any work. The paper depends on a simple random sample of size 211 items. A questionnaire of 26 variables or question was used to collect data from employee and students of faculty of science and humanity, Shaqra University, KSA during may 2016. In the final results, there are 5 factors affecting the Itqan (perfection). These factors are creative and administrative, environmental, the spiritual, incentives, and Administrative factor respectively.

KEYWORDS: Itqan-Perfection-Factor analysis- Shaqra university-Omdurman Islamic university

INTRODUCTION

This paper presents the concept of mastery of work and its importance, and the most important factors affecting it with Applied study on workers of Shaqra University, College of Science and Humanities Studies (Thadiq). Not only is the progress of people economically depend on the ability of production, but also it depends on the quality of the product, perfection is a moral value of work leads to build a strong economic community. Perfection is known as Total Quality Management "TQM". The Islam oblige Muslims to perform everything in master form, Mohamed messenger of Allah, peace be upon him, says that: "Allah loves when someone do something to do it well" [1]

Research Problem

Lack of perfection or lack of mastery of the work makes the product lacks quality and thus makes its internal and external Competition minimal.

1-3 Research Objectives

To identify the factors that lead to perfect or to mastery of the work.

To sensor value of mastering the work and its quality.

To recognize the value of working on perfecting the performance of employees.

To develop the individual self-censorship.

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Importance of the Research

It adds a moral value to help a labor to increase productivity and make it more quality, especially the paper depends upon the collection and analysis of statistical data, so it is realistic.

Previous Studies

We didn't find previous studies about the perfection of the work depends on statistical data.

RESEARCH METHODOLOGY

The paper depends on descriptive and analytic statistics.

Perfection (Itqan) or Master of Work

In the Arabic language the perfection is called "Itqan" and means to do everything masterly [2]. The Prophet Muhammad, peace be upon him defined perfection in Hadeath-means prophet Mohammad is say, action or approval- on the authority of Umar bin Al-Khattab told that: 'While we were with the Messenger of Allah [SAW] one day, a man appeared before us whose clothes were exceedingly white and whose hair was exceedingly black. We could see no signs of travel on him, but none of us knew him. He came and sat before the Messenger of Allah [SAW], putting his knees against his, and placing his hands on his thighs, then he said: "O Muhammad, tell me about Islam." He said: "It is to bear witness that there is none worthy of worship except Allah [SWT] and that Muhammad [SAW] is the Messenger of Allah, to establish the Salah, to give Zakah, to fast Ramadan, and to perform Hajj to the House if you are able to bear the journey." He said: "You have spoken the truth." And we were amazed by his asking him, and then saying, "You have spoken the truth". Then he said: "Tell me about Faith." He said: "It is to believe in Allah [SWT], His Angels, His Books, His Messengers, the Last Day, and in the Divine Decree, its good and its bad." He said: "You have spoken the truth." He said: "Tell me about Al-Ihsan (perfection). " He said: "It is to worship Allah [SWT] as if you can see Him, for although you cannot see Him, He can see you." He said: "Tell me about the Hour." He said: "The one who is asked about it does not know more about it than the one who is asking." He said: "Then tell me about its signs." He said: "When a slave woman gives birth to her mistress when you see the barefoot, naked, destitute shepherds competing in making tall buildings." 'Umar said: 'Three (days) passed, then the Messenger of Allah [SAW] said to me: "O 'Umar, do you know who the questioner was?" I said: "Allah and His Messenger know best." He said: "That was Jibril, peace be upon him, who came to you to teach you your religion." [3]. Al-Ihsan or Al-Itgan is called in English complete workmanship. In the Arabic terminology Al-Itqan or Al- Ihsan or the perfection as in the English language is every work related to skills acquired by Humanities [4]

Definition of the work

The work is every human effort, either mentally or physically exerts during a certain time in exchange for a fee. The fee represents the value pay to work [5].

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LITERATURE/THEORETICAL UNDERPINNING

Factor analysis is a statistical method used to describe variability among observed, correlated variables in terms of a potentially lower number of unobserved variables called factors. For example, it is possible that variations in six observed variables mainly reflect the variations in two unobserved (underlying) variables. Factor analysis searches for such joint variations in response to unobserved latent variables. The observed variables are modeled as linear combinations of the potential factors, plus "error" terms. The information gained about the interdependencies between observed variables can be used later to reduce the set of variables in a dataset. Factor analysis originated in psychometrics and is used in behavioral sciences, social sciences, marketing, product management, operations research, and other fields that deal with data sets where there are large numbers of observed variables that are thought to reflect a smaller number of underlying/latent variables.

Factor analysis is related to principal component analysis (PCA), but the two are not identical[6]. There has been significant controversy in the field over differences between the two techniques (see section on exploratory factor analysis versus principal components analysis below). Clearly, though, PCA is a more basic version of exploratory factor analysis (EFA) that was developed in the early days prior to the advent of high-speed computers. From the point of view of exploratory analysis, the eigenvalues of PCA are inflated component loadings, i.e., contaminated with error variance.[7][8][9][10][11][12]

The Kendall rank correlation coefficient, commonly referred to as Kendall's tau coefficient (after the Greek letter τ), is a statistic used to measure the ordinal association between two measured quantities is used in the analysis of the data. By the way, a tau test is a non-parametric hypothesis test for statistical dependence based on the tau. It is a measure of rank correlation: the similarity of the orderings of the data when ranked by each of the quantities. It is named after Maurice Kendall, who developed it in 1938,[13]

Equation used to determine sample size is $n = (zpq/d)^2$ Where z = 2, p=q=0.5 and d= 0.0344According to the mentioned above, sample size n = 211

There may be twenty-six as main variables affect the perfection of the work. The letter "V" was used to stand for the variable that used in the questionnaire, these variables are V1 = sex, V2 = Age, V3 = Do you perform your work perfect?, V4 = Do you determine your goals, V5 = Do you organize your time, V6 = Do you Determine your responsibility towards your work, V7 =Do you committed to the plan set out, V8 =Do you rush to implement the plans, V9 = Do you evaluate your work, V10 = Are you serious in reaching your goals, V11 = Are you careful to have experience from the experts people, V12 = Are you keen to master your work, V13 = Do you look to your work as worship, V16 = Do you loyal in work contract, V17 = Do you loyal in work, V18 = Do you keep secrets of work, V19 = Do think that there is association between Perfection and environment, V20 = Are some colleagues fluidity affects your work, V21 = Is the lack of some of the equipment affects your work, V22 = Is difficulty of access work affect your performance, and V23 = Do you associate perfection with

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salary, V24 = Are incentives affect the mastery of the work (perfection), V25 = Are special promotions increase the mastery of the work (perfection) and V26 = prestige. The above variables are divided into 5 groups. From V4 to V9 are the administrative group. From V10 to V14 are the creative group. From V15 to V18 are the spiritual group. From V19 to V22 are the environmental group. From V23 to V26 are the incentives group.

Likert Scale for three levels (Agree = 3, Neutral = 2 and Disagree = 1) was used.

RESULTS/FINDINGS

Table 1 shows descriptive statistics of the used variables (Mean, Median, and Mode). All variables have mode and median equal to 3 accept the variables V3 and V9.

Table 2 shows frequency table for sex. Males represent nearly 92%. Table 2: Frequency of Sex

		Frequency	Percent	Valid Percent	Cumulative Percent
	male	194	91.9	91.9	91.9
Valid	female	17	8.1	8.1	100.0
	Total	211	100.0	100.0	

Table 3 shows frequency table for ages. Twenty one years old and more represent nearly 67%.

Table	3:	Freq	luency	of	Ag	ge

		Frequency	Percent	Valid Percent	Cumulative Percent
Vali	Less than 21 years	69	32.7	32.7	32.7
v an	21 years and above	142	67.3	67.3	100.0
u	Total	211	100.0	100.0	

Table 1: Descriptive Statistics of the used Variables (Mean, Median and Mode).

		V3	V4	V5	V6	V7	V8	V9	V10
N	Valid	211	211	211	211	211	211	211	211
	Missing	0	0	0	0	0	0	0	0
	Mean	1.67	2.64	2.78	2.69	2.51	2.50	2.28	2.42
	Median	2.00	3.00	3.00	3.00	3.00	3.00	2.00	3.00
	Mode	2	3	3	3.00	3	3	3	3
		V11	V12	V13	V14	V15	V16	V17	V18
N	Valid	211	211	211	211	211	211	211	211
	Missing	0	0	0	0	0	0	0	0
	Mean	2.69	2.69	2.69	2.51	2.60	2.14	2.74	2.82
	Median	3.00	3.00	3.00	3.00	3.00	2.00	3.00	3.00
	Mode	3	3	3	3	3	3	3	3
		V19	V20	V21	V22	V23	V24	V25	V26
N	Valid	211	211	211	211	211	211	211	210
	Missing	0	0	0	0	0	0	0	1
	Mean	2.82	2.62	2.34	2.46	2.34	2.73	2.51	2.73
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
	Mode	3	3	3	3	3	3	3	3

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Table 4 shows reliability for the variables the research. Total Cronbach's Alpha is 0.719 which is greater than all Cronbach's Alpha if Item Deleted.

Table 4: Iter	n-Total Statistics	8					
	Scale	Scale	Corrected Iten	n-TotalCronbach's			
	Mean	Variance	Correlation	Alpha if			
	if Item	if Item		Item			
	Deleted	leted		Deleted			
V3	58.7062	40.170	.381	.705			
V4	58.5640	36.190	.091	.716			
V5	58.8673	39.535	.354	.704			
V6	58.6540	40.599	.296	.709			
V7	58.8389	39.917	.335	.706			
V8	59.0616	40.849	.156	.718			
V9	58.9194	39.055	.354	.703			
V10	58.6493	39.838	.399	.703			
V11	58.6398	39.584	.433	.701			
V12	58.6493	40.467	.333	.707			
V13	58.8341	39.444	.387	.702			
V14	58.7393	39.898	.370	.704			
V15	59.2038	39.487	.245	.712			
V16	58.6019	39.574	.490	.700			
V17	58.5166	40.270	.440	.704			
V18	58.5166	40.041	.445	.703			
V19	58.7251	40.334	.282	.709			
V20	59.0047	39.662	.279	.709			
V21	58.8815	40.343	.237	.712			
V22	59.0047	39.605	.279	.709			
V23	59.2133	40.359	.176	.717			
V24	58.8341	40.568	.207	.714			
V25	58.6066	39.659	.418	.702			
V26	58.6161	40.476	.306	.708			
	Cronbach's	Cronbach's	Alpha Based	onN of Items			
Reliability	Alpha	Standardized	Items				
Statistics	.719	719 802 2					

Table 5 shows Kaiser-Meyer-Olkin Measure of Sampling Adequacy. KMO is equal to 0.77 which is greater than 0.50 and Bartlett's Test of Sphericity is highly significance at 0.000, therefore, the sample size is suitable.

Table 5: KMO and Bartlett's Test

Kaiser-Me	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.						
Bartlett's	Approx. Chi-Square	1001.084					
Test of	df	253					
Sphericity	Sig.	.000					

Table 6 shows Communalities that contain initial and extraction of the independent variables. All the variables have initial value equal to one.

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Table	Table 6: Communalities										
Var.	Initial	Extraction	V	ar.	Initial	Extraction					
V4	1.000	.492	1	V16	1.000	.558					
V5	1.000	.522	7	V17	1.000	.735					
V6	1.000	.527	7	V18	1.000	.543					
V7	1.000	.526	7	V19	1.000	.504					
V8	1.000	.668	1	V20	1.000	.477					
V9	1.000	.595	1	V21	1.000	.552					
V10	1.000	.440	1	V22	1.000	.591					
V11	1.000	.688	1	V23	1.000	.495					
V12	1.000	.595	1	V24	1.000	.537					
V13	1.000	.483	1	V25	1.000	.767					
V14	1.000	.429	1	V26	1.000	.693					
V15	1.000	.603									
Extracti	ion Me	thod: Princip	al Co	mpc	nent A	nalysis.					

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Table 7 shows the total variance explained. There are 8 factors have 56.6% of the total variance.

			Table /		Variance Exp	Jianieu		-	
Compon		Initial E	igenvalues	Extract	ion Sums of	f Squared	Rotatio	n Sums of	f Squared
ent						Loadings			Loadings
	Total	% of	Cumulati	Total	% of	Cumulati	Total	% of	Cumulati
		Variance	ve %		Variance	ve %		Variance	ve %
1	4.45	19.34	19.34	4.45	19.34	19.34	2.52	10.9	10.9
2	2.38	10.35	29.69	2.38	10.35	29.69	2.18	9.47	20.4
3	1.41	6.140	35.83	1.41	6.144	35.83	2.14	9.31	29.7
4	1.38	6.010	41.84	1.38	6.010	41.84	1.88	8.17	37.9
5	1.21	5.263	47.10	1.21	5.263	47.10	1.53	6.65	44.5
6	1.14	4.968	52.07	1.14	4.968	52.07	1.48	6.42	51.0
7	1.04	4.538	56.61	1.04	4.538	56.61	1.30	5.66	56.6
8	.954	4.147	60.76						
9	.888	3.860	64.62						
10	.880	3.826	68.44						
11	.774	3.366	71.81						
12	.726	3.155	74.96						
13	.717	3.119	78.08						
14	.688	2.990	81.07						
15	.657	2.856	83.93						
16	.610	2.650	86.58						
17	.579	2.516	89.09						
18	.526	2.289	91.38						
19	.474	2.059	93.44						
20	.442	1.921	95.36						
21	.407	1.768	97.13						
22	.383	1.666	98.80						
23	.277	1.203	100.0						
Extraction	n Metho	d: Principal	Compone	nt Ana	lysis.				

Table 7. Total Variance Explained

Table 8 shows the component matrix. There are seven component extracted.

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Table 8: Component Matrix ^a									
	Compone	ent							
	1	2	3	4	5	6	7		
V16	.623						344-		
V18	.617								
V17	.616						547-		
V11	.572				342		.428		
V10	.551								
V25	.528	.313	.368	475					
V12	.525	327-			392				
V13	.508						.336		
V14	.463								
V7	.462			.326		412			
V5	.455	410-							
V9	.420			.374	.318	.315			
V24		.601							
V22	.325	.565							
V20	.311	.540							
V6	.445	447-							
V21	.303	.444	404-						
V23		.427	.357	.385					
V26	.382	.359	.546						
V15	.303			.428	311-	.409			
V19	.404		348-	428-					
V8					.656				
V4						.581			
Extract	ion Meth	od: Prir	ncipal C	Compo	nent Ai	nalysis	5.		
a. 7 con	nponents	extract	ed.						

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Table 9 shows the rotated component matrix. The analysis reached the rotated component matrix through 13 iteration. The first factor consist of V12, V11, V10, V7, V5 and V6, this factor can be called as creative and administrative factor. The second factor consist of V21, V20 and V22, this factor can be called as environmental factor. The third factor consist of V17, V16 and V18, this factor can be called as spiritual factor. The fourth factor consist of V25, V26 and V24, this factor can be called as incentives factor. The fifth factor consist of V9, V4 and V13, this factor can be called as administrative factor. The sixth factor consist of V14, V15 and V19, this factor can be called as combined factor. The seventh factor consist of only one variable which is V8, so we cannot called as factor.

Table 9: Rotated Component Matrix ^a									
						Comp	onent		
	1	2	3	4	5	6	7		
V12	.730								
V11	.710								
V10	.487								
V7	.476						.351		
V5	.467				.397				
V6	.452	337-	.435						
V21		.717							
V20		.635							
V22		.594					.318		
V17			.833						
V16			.647						
V18	.411		.415			301-			
V25				.821					
V26				.802					
V24		.380		.453		.417			
V9					.647				
V4					.612				
V13	.409				.477				
V23						.616			
V19		.366	.343			444-			
V15		.372			.342	.418	329-		
V14			.397			.397			
V8							.786		
Extraction	on Met	hod: Prin	cipal C	ompoi	nent An	alysis.			
Rotation	Metho	d: Varin	nax with	h Kais	er Norn	nalizatio	on.		
a. Rotati	ion con	verged in	13 iter	ations	•				

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Table 10 shows the component transformation matrix

Table 10: Con	Table 10: Component Transformation Matrix									
Component	1	2	3	4	5	6	7			
1	.607	.310	.549	.327	.307	.100	.150			
2	368-	.711	221-	.411	206-	.252	.187			
3	009-	567-	024-	.600	137-	.539	090-			
4	008-	.050	009-	559-	.220	.767	.219			
5	420-	258-	.160	.133	.370	203-	.732			
6	269-	.083	143-	.151	.784	.022	512-			
7	.497	035-	776-	.101	.210	073-	.299			
Extraction Method: Principal Component Analysis.										
Rotation Met	hod: Va	arimax w	ith Kais	er Norn	nalization	•				

Table 11 shows that there are significant correlations among dependent variable "V3" and the independent variables accept the variables V15, V19, V20, V21 and V23.

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indep	ndependent variables										
Ke	Var.	V4	V5	V6	V7	V8					
nda	R	.347**	.376**	.255**	.272**	.072					
all's	Sig.	.000	.000	.000	.000	.274					
-	Ν	211	211	211	211	211					
au											
_p c	Var.	V9	V10	V11	V12	V13					
cor	R	.199**	.190**	.195**	.266**	.230**					
rela	Sig.	.002	.005	.004	.000	.001					
atic	Ν	211	211	211	211	211					
n											
co	Var.	V14	V15	V16	V17	V18					
effi	R	$.278^{**}$.023	.319**	.245**	.214**					
icie	Sig.	.000	.723	.000	.000	.002					
nt	Ν	211	211	211	211	211					
foi											
r V	Var.	V19	V20	V21	V22	V23					
3 a	R	.036	.065	024	.129*	.022					
b s	Sig.	.595	.321	.721	.048	.732					
epe	Ν	211	211	211	211	211					
nd											
ent	Var.	V25	V26								
va	R	$.171^{*}$.165*								
rial	Sig.	.011	.015								
ole	Ν	211	210								
Var.	= Variable										
$\mathbf{R} = 0$	Coefficient of	Correlat	ion								
Sig. S	Sig. Significance										
N = S	N = Sample Size										
*. Co	orrelation is si	ignificant	t at the 0.	05 level (2	2-tailed).						
**. C	Correlation is	significa	nt at the ().01 level ((2-tailed).						

Table 11: Correlation among dependent variable "V3" and independent variables

CONCLUSION

There are six factors affect the perfection (Itqan). These factors are the creative and administrative factor, environmental factor, spiritual factor, incentives factor, administrative factor and combined factor respectively.

These factors increase perfection by more than fifty percent, therefore, they increase the production by more than 50 %.

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FURTHER RESEARCH

To do another research about the production so as to see the effect of these factors.

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