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.

## 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].

## 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 $\tau$ ), 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 $\mathrm{n}=(\mathrm{zpq} / \mathrm{d}) 2$
Where $\mathrm{z}=2, \mathrm{p}=\mathrm{q}=0.5$ and $\mathrm{d}=0.0344$
According to the mentioned above, sample size $\mathrm{n}=211$
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, $\mathrm{V} 7=$ Do you committed to the plan set out, $\mathrm{V} 8=$ 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 innovate in your work, V14 = Do you use technology in your work, V15 = 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 |
| ---: | ---: | ---: | ---: | ---: | ---: |
| Valid | male | 194 | 91.9 | 91.9 | 91.9 |
|  | 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: Frequency of Age

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| ---: | ---: | ---: | ---: | ---: | ---: |
| Vali | Less than 21 years | 69 | 32.7 | 32.7 | 32.7 |
|  | 21 years and above | 142 | 67.3 | 67.3 | 100.0 |
|  | Total | 211 | 100.0 | 100.0 |  |

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


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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: Item-Total Statistics |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Scale | Scale | Corrected Item-Total\|Cronbach'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 |
| Reliability | Cronbach's Alpha | Cronbach' Standardiz | $\begin{array}{ll} \text { Alpha } & \text { Based } \\ \text { ms } & \\ \hline \end{array}$ | on N of Items |
| Statistics | . 719 | . 802 |  | 24 |
|  |  |  |  |  |

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-Meyer-Olkin Measure of Sampling Adequacy. | .770 |  |
| ---: | ---: | ---: |
| 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 6: Communalities

| Var. | Initial | Extraction | Var. | Initial | Extraction |
| :---: | :---: | :---: | :---: | :---: | :---: |
| V4 | 1.000 | . 492 | V16 | 1.000 | . 558 |
| V5 | 1.000 | . 522 | V17 | 1.000 | . 735 |
| V6 | 1.000 | . 527 | V18 | 1.000 | . 543 |
| V7 | 1.000 | . 526 | V19 | 1.000 | . 504 |
| V8 | 1.000 | . 668 | V20 | 1.000 | . 477 |
| V9 | 1.000 | . 595 | V21 | 1.000 | . 552 |
| V10 | 1.000 | . 440 | V22 | 1.000 | . 591 |
| V11 | 1.000 | . 688 | V23 | 1.000 | . 495 |
| V12 | 1.000 | . 595 | V24 | 1.000 | . 537 |
| V13 | 1.000 | . 483 | V25 | 1.000 | . 767 |
| V14 | 1.000 | . 429 | V26 | 1.000 | . 693 |
| V15 | 1.000 | . 603 |  |  |  |

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

Table 7: Total Variance Explained

| Compon ent | Initial Eigenvalues |  |  | Extraction Sums of SquaredLoadings |  |  | Rotation Sums of Squared Loadings |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total\% |  | Cumulati | Total |  | Cumulati | Total |  | 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 Method: Principal Component Analysis. |  |  |  |  |  |  |  |  |  |

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

Table 8: Component Matrix ${ }^{\text {a }}$

|  |  |  |  |  |  |  | Component |
| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
|  | 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 |  |

Extraction Method: Principal Component Analysis.
a. 7 components extracted.

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.

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Table 9: Rotated Component Matrix ${ }^{\text {a }}$

|  | Component |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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 Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 13 iterations.

Table 10 shows the component transformation matrix
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 Method: Varimax with Kaiser Normalization.
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.

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 $50 \%$.

## FURTHER RESEARCH

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

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