



Research Article

Factors Affecting Perfection and Quality of Work (Itqan) Applied Study on Workers who belong to Shaqra University, College of Science and Humanities, Thadiq Branch, 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 the faculty of science and humanities, Shaqra university, KSA during may 2016. In the results, there are 6 factors affecting the Itqan (perfection). These factors are creative and administrative, environmental, The spiritual, incentives, Administrative factor and combined factor respectively.

Keywords: *Itqan-Perfection*; Factor analysis; Shaqra University; Omdurman Islamic University; Sudan.

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" (Al-Imamand Ahmed, 2003).

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.

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

Based on our knowledge, we did not 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, (Fayrozabadi, 1994).

The Prophet Muhammad, peace be upon him defined perfection in Hadeeth-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.", (Bukhari, 2016). Al-Ihsan or Al-Itgan is called in English complete workmanship.

In the Arabic terminology Al-Itgan or Al-Ihsan or the perfection as in the English language is every work related to skills acquired by Humanities, (Bukhari, 2017).

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, (Hackal, 1976).

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, Bartholomew *et al.*, (2008). 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, (Cattell, 1952), (Fruchter, 1954), (Cattell, 1978), (Child, 2006), (Gorsuch, 1983), (McDonald, 1985) and (Cattell, 1965).

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, (Cattell, 1965).

Equation used to determine sample size is $n = (zpq/d)^2$

Where $z = 2$, $p=q=0.5$ and $d= 0.0344$

According 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 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 = Does the lack of some of the equipment affects your work?
- V22 = Does difficulty of access work affect your performance?
- V23 = Do you associate perfection with salary?
- V24 = Do incentives affect the mastery of the work (perfection)?
- V25 = Do special promotions increase the mastery of the work (perfection)?

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/Finding

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

Table 2 shows frequency table for sex. Males represent nearly 92%.

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

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

		V3	V4	V5	V6	V7	V8	V9	V10
N	VA	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

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: Frequency of Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	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 4: Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item 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 Statistics	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items		N of Items
		.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 6 shows Communalities that contain initial and extraction of the independent variables. All the variables have initial value equal to one.

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

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

Table 10 shows the component transformation matrix. 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 5: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.770
Bartlett's Test of Sphericity	Approx. Chi-Square	1001.084
	df	253
	Sig.	.000

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			

Extraction Method: Principal Component Analysis.

Table 7: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	Variance (%)	Cumulative %	Total	Variance (%)	Cumulative %	Total	Variance (%)	Cumulative %
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: Component Matrix^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: Rotated Component Matrix^a

	Component						
	1	2	3	4	5	6	7
V12	.730						
V11	.710						
V10	.487						
V7	.476						.351
V5	.467				.397		

	Component						
	1	2	3	4	5	6	7
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: 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: Correlation among dependent variable "V3" and independent variables

Kendall's - tau_b correlation coefficient for V3 as dependent variable	Var.	V4	V5	V6	V7	V8
	R	.347**	.376**	.255**	.272**	.072
	Sig.	.000	.000	.000	.000	.274
	N	211	211	211	211	211
	Var.	V9	V10	V11	V12	V13
	R	.199**	.190**	.195**	.266**	.230**
	Sig.	.002	.005	.004	.000	.001
	N	211	211	211	211	211
	Var.	V14	V15	V16	V17	V18
	R	.278**	.023	.319**	.245**	.214**
	Sig.	.000	.723	.000	.000	.002
	N	211	211	211	211	211
	Var.	V19	V20	V21	V22	V23
	R	.036	.065	-.024	.129*	.022
	Sig.	.595	.321	.721	.048	.732
	N	211	211	211	211	211
	Var.	V25	V26			
	R	.171*	.165*			
	Sig.	.011	.015			
	N	211	210			

Var. = Variable
 R = Coefficient of Correlation
 Sig. Significance
 N = Sample Size
 *. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

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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