

Development of a Scale for Measuring the Construct of Organizational Citizenship Behaviour from the Islamic Perspective

by

Naail Mohammed Kamil*

International Islamic University Malaysia

Department of Business Administration

P.O. Box 10, Jalan Gombak, 50728 Kuala Lumpur, Malaysia

&

Khaliq Ahmad

International Islamic University Malaysia

Corporate Strategy and Quality Assurance

P.O. Box 10, Jalan Gombak, 50728 Kuala Lumpur, Malaysia

ABSTRACT

Research on organizational citizenship behaviour (OCB) has received enormous attention from researchers in the West. Quite a number of scales have been developed to measure OCB from Western perspectives emanating from Western value systems. There is a dearth of research that has attempted to develop scales for measuring OCB from other cross-cultural and religious perspectives, especially from the Islamic perspective. The present study attempts to study and propose a scale for measuring the construct of organizational citizenship behaviour from the Islamic perspective (OCBIP). Survey data employed in this empirical study was drawn from 160 Muslim employees working in majority Muslim-owned companies in the West Nusa Tenggara province of the Republic of Indonesia. After validation by subject matter experts in the fields of organizational behaviour and Islamic studies, only 31 out of the 45 total items developed to measure OCBIP were found to be valid and reliable. Assessing their psychometric properties, it was revealed that the 31 items loaded on four factors of the OCBIP scale with good psychometric indices, thus confirming the scale for measuring OCBIP in a business/ organizational context

Key Words: *organizational citizenship behaviour from the Islamic perspective (OCBIP), altruism, civic virtue, advocating high moral standards, removal of harm.*

Corresponding author:

**Assistant Professor, Email: naail@iium.edu.my*