Family support and motivational factors on employee loyalty among 320 teachers in fifteen national schools or fariskuliah in perak, malaysia. Data was gathered using self-administered research questionnaires to the respondents using systematic random sampling. Descriptive analysis was utilized to describe respondents and the Pearson Product Moment Correlation was used to assess the influence of the independent variables on its dependent. The study showed that family support and motivational factors has a positive relationship with employee loyalty. The research provided a better understanding regarding motivational factors affecting employee loyalty in the government public schools. The results can help educational leaders to increase teachers’ motivation for the job performed and promote organizational citizenship among employees.

Keywords: Motivational factors, employee loyalty and family support.

The Humanities in Engineering Education: An Islamic Approach

92-99
Mehdi Nuri Al Amin Endut and Zawawi Ismail

Abstract:
The role of the engineer should not be regarded as a purely technical or mechanical profession. Engineers are actually taking on an important societal role to shape and even ‘design’ society’s way of life, just as much as the engineer has the ability to design his or her projects. Thus for potential Muslim engineers, it is significantly important for Muslim engineering students not only to be aware of their social and professional responsibilities, but also to be more critical of the religious impact inflicted by their design projects. As such they should be exposed to a holistic engineering education that also emphasizes religious conceptual thought rather than solely focusing on technical based knowledge. In short, universality in Islamic countries should be more concerned on the effect of western critical thinking, which puts aside religious consciousness and motivation from its views and theories, on the perception of Muslim students. Alternatively tertiary education should consider introducing the Islamic perspective of engineering that has its own philosophical and psychological concept in shaping the students’ thought. This paper focuses on the importance of the humanities aspect in engineering education especially from the Islamic perspective. It will also reveal the need for promoting Islamic conceptual thinking to Muslim engineering undergraduates in order to contribute not just to Muslim societies, but to humanity at large.

Keywords: Engineering education, humanities, Islamic education, spirituality, tertiary education.

The Effects of Individual Motivations and Social Capital on Employees’ Tacit and Explicit Knowledge Sharing Intentions

100-104
Hojjat Taheri Goodarzi and Samira Salehian

Abstract:
The purpose of this study is to determine whether personal motivations and social capital have an influence on employees’ tacit and explicit knowledge sharing intentions. Petrochemical Company of Kermanshah Province. We investigate personal motivations as three components: organizational rewards, reciprocity, and enjoyment. The results showed that the organizational rewards, enjoyment and social capital impact on cooperation of employee in tacit and explicit knowledge sharing and. From personal motivation components the organizational rewards has an