

A b s t r a c t

The Islamic work ethics is an orientation toward work, and it means that work is a virtue in light of man's requirements and considered a necessity to establish equilibrium on both individual as well as social life.

The purpose of this research is to explore Islamic work ethics determinant constructs that are considered to impact the organizational commitment; these are: Worship, Effort, Cooperation, Moral Responsibility, and Islamic work ethics, as well as the demographic variables (age and gender) that act as moderators. The research is trying to provide potentially useful directions for understanding the impact of Islamic work ethics on the organizational commitment.

This research used questionnaire survey method to collect primary data. A total of 230 managers and head of departments were stratified from the Jordanian Islamic banks. The data was analysed using multiple regression and ANOVA analysis. The results showed that the above declared independent constructs have positive significant impact on the organizational commitment. Moreover, it showed that the impact of worship, effort, cooperation, moral responsibility, and Islamic work ethics on the organizational commitment are moderated by age but not moderated by gender.

Keywords: Ethics, Work Ethics, Islamic work ethics (IWE), Organizational Commitment (OC), Jordanian Islamic banks.