

The Impact Of Management Ethics On Performance From An Islamic Perspective At Al-Berga Oil Marketing Company In Libya

Salem. G. Imragea. Boasbekha^{1*}, Asmuliadi Lubis², Norazzah Binti Kamri³,

¹*PHD Candidate, Department of Sharia, and Administration Academy of Graduate Studies University of Malaya, Kuala Lumpur, Malaysia, Email: Iva190049@siswa.um.edu.my*

²*Senior Lecturer, University of Malaya, Department of Sharia and Administration ,Academy of Graduate Studies Kuala Lumpur, Malays Email: asmuliadilubis@um.edu.my*

³*Senior Lecturer, Department of Sharia, and Administration Academy of Graduate Studies University of Malaya, Kuala Lumpur, Malays. Akademi Pengajian Ismlam Bahagian Pentadiran, Aras 4, Blok D, 50603, Email: azzah@um.edu.my*

***Corresponding Author:** Salem. G. Imragea. Boasbekha

***PHD Candidate, Department of Sharia, and Administration Academy of Graduate Studies University of Malaya, Kuala Lumpur, Malaysia, Email: Iva190049@siswa.um.edu.my**

Abstract

This study aims to identify the effects of Management Ethics on Performance from an Islamic Perspective at Al-berga Oil Marketing Company. The problem is lack of employee's awareness of their duties, it led to negative effect on employee performance. Moreover, there are absence of using Islamic perspective to improve management ethics to achieve organization goals. The study highlighted the career rights in Libyan organization in particular Al-berga Oil Marketing Company. Study followed research quantitative research method approach to determine the effects of employee's awareness to their duties and carrier rights on employee's performance. The results show there is a significant relationship between employee's awareness to their duties and employees performance at Al-berga Oil Marketing Company In Libya. Moreover, there is a significant relationship between carrier rights on employee's performance at Al-berga Oil Marketing Company In Libya. Continuing scientific research and expanding the scope of the study, contributing to the study comparing many public and private companies to learn about the ethics of management and its impact on employee performance.

Keywords: Management Ethics, employee performance, Islamic Perspective.

Introduction

Management ethics are ethical and ethical norms to which all employees of the Organization abide and which are based on the interests of both individuals and the Organization. Despite current efforts in companies to improve functionality, only management ethics can achieve the organization's objectives if they already exist in companies. The Department's ethics play a major role in laying the foundations for interaction within organizations. Companies also play a tangible role in bringing about a change in the regulations in place to strengthen management ethics and achieve improved functionality within organizations. The Islamic view of management ethics does not lie solely in individuals' adherence to the ethical and ethical rules of companies, but it also includes awakening the human conscience and observing God Almighty in all administrative actions. Islam has not only focused on the injustice of those who have not adhered to moral norms, but also on the need to

follow the prophetic gift of good morality in dealing with individuals within companies. Public companies in general, and in particular oil companies, play a significant role in adhering to and strengthening institutional values in order to improve functioning, with regulations within them containing general principles indicating the ethical foundations that must prevail in such companies, as well as many institutional values that should not be derogated from and should not be denied or marginalized. Oil companies have codes and regulations governing behavioral rules among workers. Consequently, these rules highlight ethical responsibility towards workers within these institutions.

Background Of study

Al-berga company is responsible for marketing oil and communicating with customers all over the world. Several companies are subject to the National Oil Corporation, including the Waha Oil Company, the Arabian Gulf Company, the Sirte and

Zueitia Oil Company, as well as the Brega Oil Marketing Company. There are also many affiliated oil companies, including Zallaf Libya Oil Production and Exploration Company, Mellitah Oil and Gas Production and Processing Company, Akakus Oil Operations Company, Ras Lanuf Oil and Gas Manufacturing Company, and Harouge Oil and Gas Operations Company. On the other hand, many international companies have contracts to work on Libya's oil, including with American, Russian and European companies. Although the performance of these companies declined during the period of Libya's blockade in the 1990s, the Libyan oil sector has begun to thrive again through new contracts with Italian, French, British, German and American companies. It can be said that Libya's oil has led to the prosperity of the sector, particularly the provision of foreign exchange in the country and the boom in the export of Libyan oil to European ports. The boom in Libya's oil export movement has highlighted Libya's oil companies significantly.

Problem Statement

Al-Awjazi (2019) indicated in his study on the ethics of the university professor's profession and its impact on the formation of the students' personality that Libyan companies suffer from a low moral level and a disregard for the Islamic perspective, which contributes to the commitment to management ethics, which negatively affects the performance of students. Jibril (2019) sees in his study of work ethics in Libya between reality and aspiration that professional ethics in Libya is going through many challenges and that Libyan companies have clear inconsistencies in ethical standards, which indicates a corruption of the moral climate, which negatively affects job performance, especially the lack of business planning. Additionally, as Jibril (2019) indicated that the ethics of the profession has deteriorated significantly, which led to the workers' lack of clear awareness of their job responsibilities, which negatively affects job performance, especially business implementation, creativity and innovation at work. Al-Tabouli (2017) believes that job performance in Libyan companies has been affected by the lack of clear policies that clarify the job rights of workers in Libyan banks, which affected the efficiency of business implementation. Lack of creativity, innovation and low effort. Al-Zatel (2015) emphasized in his study of the extent to which managers adhere to administrative work ethics from the point of view of employees about the district branch administrations in public commercial banks operating in the city of Benghazi. Libyan commercial banks, and there are many problems of an immoral nature that the administration

is unable to deal with, which reflects negatively on the performance of commercial banks. Also, it was observed that some employees disclosed, which indicates the deterioration of the moral test, and the absence of religious scruples led to the exacerbation of ethical problems. Likewise, the Libyan commercial banks noted that the employees did not realize their job duties, which negatively affected the job performance, especially the employees' creativity and innovation in their work. Al-Zatel (2015) pointed out that the conflict of ethical rules within commercial banks led to a lack of understanding of the job rights of employees. Mahmoud (2012) also pointed out that the problem of the study in companies is that Libyan companies lack the existence of regulations and laws regulating the ethics of administrative work, which led to the workers not being aware of their professional duties, and therefore abnormal behaviors and behaviors are rarely subject to methods of punishment, and these companies also lack the presence of The religious imperative in controlling unethical practices, which indicates the inappropriateness of the moral climate within these companies, and there is also an abuse of power and public office, and the prevalence of mediation and nepotism, which indicates the lack of ethical testing for employees. The study of Akrim (2012) confirmed in his study the impact of ethical values on the extent to which the concept of total quality management is applied in Libyan hospitals.

Whereas the Akrim study (2012) confirmed that Libyan hospitals suffer from the deterioration of the ethical aspects despite the importance of the role they play in protecting the lives of citizens, and there is a clear absence of transparency and flexibility and the lack of a spirit of cooperation between workers, which negatively affected the application of the concept of total quality. Likewise, Libyan hospitals suffer from a deteriorating ethical climate, which indicates a diminishing opportunity for Libyan hospitals to implement comprehensive quality standards. Based on the foregoing, the problem of the study is based on the low ethics of management in the Brega Oil Marketing Company, which negatively affects job performance (Khaiyal, 2022).

Research Questions

Q1. What is the impact of employee awareness of job duties on employee's performance from an Islamic perspective at Al-berga Oil Marketing Company?

Q 2: What impact of career rights on employee performance from the Islamic perspective of Al-berga Oil Marketing Company?

Research Objectives

OB1: To determine the impact of employee awareness of job duties on employee's performance of the job from an Islamic perspective at Al-berga Oil Marketing Company.

OB2: To Identify the impact of career rights on employee performance from an Islamic perspective at Al-berga Oil Marketing Company

Significance Of Study

One of the most important reasons for choosing this study is to emphasize the importance of having ethics in the management and improving those ethical rules in line with the working methods of oil companies. as well as promoting ethical norms by taking into account the ethical climate and clarifying behavioural norms for both workers and management. One of the most important reasons for choosing this study is to improve the performance of the employees of Al-berga Oil Marketing Company. The cessation of production and the impact of political and economic conditions throughout the country have affected the performance of the employees of Al-berga Oil Marketing Company, which requires consideration of the reasons and elements for improving the functioning of Al-berga Oil Marketing Company. One of the most important reasons for choosing the study is to seek to bring the behavioral and ethical rules into line with their counterparts in the companies that are members of the World Oil Organization (OPEC) and the Arab Organization of Petroleum Exporters (OAPEC), in view of those behavioural norms applied in those countries and to bring them in accordance with the applicable and recognized values of Libya. This study also highlights the impact of management ethics from the Islamic perspective, the importance of awakening the human conscience and the extent to which the principles of Islamic sharia found in the Holy Quran and the cleansed Prophet's Sunna are used to enhance and improve functioning in line with the vision and objectives of the organization and in line with the organization's objectives. The Islamic perspective also focuses on the possibility of developing and improving management ethics in accordance with Islam's tolerant teachings, entrenching values and principles, respecting each other and patience to endure the hardships of work at peak times, and trying to concentrate in and master work in order to achieve the satisfaction of

God Almighty in the first place and to achieve the goals and objectives of the Organization. Also, one of the main reasons for choosing the study is to emphasize the possibility of using the Islamic perspective to improve management ethics and not to resort to the existing methods of punishment and administrative sanctions in the administrative system for those who violate those behavioral rules, codes, regulations and laws in force within companies.

Limitation of Study

The limits of the study are based on three main boundaries, including the spatial boundaries. The study is held in the city of Benghazi, Libya, especially in the oil sector, namely at Al-Bakrah Oil Marketing Company. The time limits also include the period from 2017 to 2021. One of the most important justifications in choosing the time period of the study is that during this period the study will be able to identify the rules and ethics of the business of Al-Bakrah Marketing Company, the methods of those who violate these rules and the list of consequences and sanctions for those who violate these rules. It highlights the importance of objective boundaries by emphasizing work towards strengthening ethical norms by taking into account the ethical climate and clarifying behavioural norms for both workers and management.

Research Methodology

The study follows the quantitative curriculum, especially the analytical descriptive curriculum, to describe and analyze the impact of public administration ethics on performance from an Islamic perspective at Al-berga Oil Marketing Company in Libya. The study also follows the qualitative approach of discussing the Islamic perspective of the ethics of the working administration and its impact on the performance of Al-berga Oil Marketing Company in Libya. The study will also use many statistical methods to answer quantitative approach study questions. One of the most prominent of these programs is the 25th edition spss statistical package program to analyze metadata and identify multiple linear regression analysis, honesty and consistency of the study tool. and the Statistical Assurance Programme uses linear multiplicity testing and correlation testing between study variables and exploratory working analysis to explore factors and corroborative working analysis to ascertain factors.

Theoretical Framework

Attas (2019) emphasized that work ethics encompasses many dimensions, including the existence of regulations governing human behaviour among individuals within the same organization. Al-Attas (2019) also considers that the use of the optimal method of improving the functioning is to awaken the human conscience and apply the Islamic sharia's prerogatives of honesty, honesty, self-censorship, sincerity, perfection at work, good interpersonal handling and patience for adversity at a time of peak work, great tolerance for the young and the small reverdignity of the old. Abu al-Kass (2016) also noted that the ethics of the profession has a role in enhancing the functioning of NGOs, with Abu al-Kass stressing (2016) The ethics of the profession imposes the obligation of the employees to many actions towards each other on the one hand and to senior leaders on the other. In other words, the ethics of the profession imposes a measure of cooperation and operationalization of the principles of integrity, transparency, respect, good treatment and working as a team. Business or professional ethics cannot be confined to mere workers' commands and systems without focusing on the strengths of workers' compliance with these regulations and that those ethics already exist among workers, and that derogation from these regulations and laws is an undesirable exception. Abu Kass (2016) focused his study on ethics on the concept of ethics, noting that ethics is a set of principles governing the conduct of employees within companies, and that these behavioral norms play a major role in achieving the organization's objectives directly, efficiently and effectively. Al-Akili (2014) considers work ethics and their relationship to job satisfaction at King Saud University in Riyadh. The work ethic contributes to the recognition of the job duties of employees within the organization. The work ethic contributes significantly to the recognition of the ethical climate to be followed in companies. The work ethic contributes to the recognition of employees' job rights significantly.

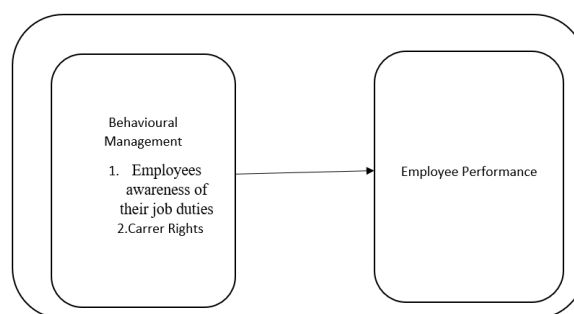
Employee Performance Theory

This theory was founded by the German sociologist Max Weber in 1952, who indicated that job performance is organizations and methods that contribute to the implementation of the vision and goals of organizations, and this theory is based on the assumption that leaders can push and direct individuals towards achieving the goals of the organization at a specific time. This theory is based on the idea that bringing out the best in employees in order to improve job performance. Also, job performance drives administrative leaders to

achieve the organization's long-term goals. This theory aims at the necessity of determining the center of power and motivating workers in order to achieve the vision and objectives of the organization. This theory has been subjected to many criticisms, including that the theory is limited to government companies, as it seeks to activate the vision and goals of organizations, and despite all the criticisms directed at the theory of job performance, the contributions of Max Weber are considered among the most prominent contributions to shed light on the theory of job performance.

The Model of Study

The Model of Impact of Management Ethics on Performance from an Islamic Perspective at Al-berga Oil Marketing Company



Source: Al-Akili (2014)

Literature Review

jibril Study, Wa 'el Mohamm (2019). Professional ethics in Libya: Reality and Hope, Conference of Professional Ethics in Libya, organized and supervised by the Higher Institute for Comprehensive Occupations, Derna, Libya

The study aimed to identify the reality of the ethics of the profession in Libya and the challenges facing the ethics of the profession in Libya. The problem with the study is to recognize that there is a marked decline in the ethics of Libya's profession. The study highlights the importance of identifying the dimensions of Libya's professional ethics. The study followed the analytical descriptive curriculum to describe and analyse Libya's professional ethics and the challenges facing Libya's professional ethics. The study has found several findings, including that Libya's professional ethics has been challenged, including that there are no behavioural norms and no norms approved by the Libyan Government to be circulated to Libyan companies in this regard. The study recommended that attention should be paid to the working principles and behaviours of Libyan companies. The current

study has benefited from this study in identifying the problems of professional ethics in Libya, but the current study differs from this study in identifying the impact of management ethics on functioning as a subordinate variable and in terms of the environment discussed at Al-Bakrah Oil Marketing Company.

2. Study of Awami, Ahmed Mohammed and Jabril, Wa 'el Mohammed. (2019). Impact of professional ethics on the regulatory immunity of Libyan Airlines, Conference of Professional Ethics in Libya, Libya

The study aimed to identify the impact of the ethics of the profession on Libyan Airlines' regulatory immunity. The problem with the study is the lack of professional ethics on Libyan Airlines' regulatory immunity. The study followed the analytical descriptive curriculum to describe and analyse Libya's professional ethics and the challenges facing the ethics of the profession at Libyan Airlines. The study found several findings, including that Libyan Airlines' professional ethics had been challenged, including a lack of ethics in the profession and many unethical practices. The study recommended that attention should be paid to the principles and behaviors of working in Libyan companies, especially strategic companies such as Libyan Airlines. However, the current study differs from this study in identifying the impact of management ethics on functional performance as a subordinate variable and in terms of the environment discussed at Al-Bakrah Oil Marketing Company.

Relationships between variables

1. Relationship between staff members' awareness of their job duties and performance

Several studies have confirmed that the use of the variable staff perception of their job duties and job performance. The study used the variable of staff members' understanding of their job duties as a sub-variable of the independent variable and functioning as a subordinate variable. Zatul (2015) noted that there is a statistical correlation between employees' perception of their job duties and the functioning of the departments of the region with public commercial banks operating in the Libyan city of Benghazi. A study, as noted in the Rashida study (2007), confirmed that there is a direct statistical correlation between staff members' perception of their job duties and career loyalty. The same study variables were used and therefore based on the foregoing, the following hypothesis could be formulated as follows:

H1: There is a direct statistical effect between employees' awareness of their job duties and employee performance of Al-berga Oil Marketing Company in Libya.

2. Relationship between job rights and job performance

There are many studies that have indicated the use of the functional rights variable on job performance. Many studies have pointed to the use of the functional rights variable as a sub-variable of management ethics. Yahya study (2016) confirmed that there is a relationship between business ethics and administrative corruption where the study used employees' perception of their job duties and administrative corruption in the tax directorate of the state of Tlemsan. The Acrem Study (2012) also used the functional rights variable as a sub-variable of independent leadership behaviours, noting that there was a correlation between functional rights and job performance. Accordingly, the following hypothesis could be formulated:

H2: There is a direct statistical effect between career rights and employee performance of Al-berga Oil Marketing Company in Libya.

Findings Discussion

The results of the quantitative analysis include all the statistical analyses carried out on the study in order to verify the hypotheses of the study and ensure the achievement of the objectives of the study. The researcher used the study community about 1,009 employees of Al-berga Oil and Natural Gas Marketing Company in Libya, where the sample study reached 450.

1. Analysis of answers

450 statistical questionnaires were distributed to participants in the questionnaire from the Legal Department and the People's Department. The number of applications recovered from the questionnaires was 405 out of a total of 450 forms distributed to the workers of Al-berga Oil and Natural Gas Marketing Company. The number of accepted forms for statistical analysis amounted to about 90% of the forms, The number of damaged forms not valid for statistical analysis amounted to 25 forms at 5.6% and the number of incomplete forms at 20 forms at 4.6% Table 1 shows the distribution of the sample among participants in the statistical questionnaire. The table below indicates that the forms that are suitable for statistical analysis

and which have the highest rate of 90% among the distributed forms for statistical analysis.

Table 1: Sample of Study

Statement	Total	Percentage
Population of Study	1009	All the branches of the company
Sample of Study	450	
The distributed questionnaire	450	%100
Valid questionnaire for statistical analysis	405	%90
Incomplete questionnaire	20	%4.4
Invalid questionnaire for statistical analysis	25	%5.6

Status of the Data

The questionnaire was distributed to the sample of the study and it was found after the analysis that there were no anomalous values and values missing in the analysis. The study community reached 1009. The study sample was 450. 450 questionnaires were distributed to the employees of Al-brega Oil and Natural Gas Marketing Company. The number of recovered forms from the interrogators was 405, or 90%. The number of damaged and unsuitable forms for analysis was 45, or 10% of the total study sample. The sample has been fully utilized without missing or anomalous values.

3.Requirements for statistical analysis

a. Normal Distribution Test

Natural distribution is associated with a continuous random variable which is a function of the random variable and can be represented graphically and is one of the most important potential distributions to represent many phenomena and is appropriate for them whether the values occurring in the phenomenon are too large or too small with small possibilities. It is a continuous distribution also known as the distribution of Gauss (Carl Gauss), where it was published in 1733 AD and the moderate variable is a continuous random because it consists of an infinite number of real values that can be arranged on a continuous scale. which is one of the most important distributions in statistical science and is the basis of many mathematical statistical theories and plays an essential role in tests of statistical assumptions, periods of trust, etc., and that many qualities such as length, weight, level of intelligence, marriage, etc. If measured and for a large number of views, their distribution approaches normal distribution if it does not take the picture of natural distribution, It is known, inter alia, as an algebraic distribution because it looks like a bell (Compliance, 2013).

To ensure that the data are distributed abnormally, a single-sample semanrov kolomogrov test and a shapiro test, which compares a natural distribution or a particular distribution, can be performed.

Statistical testing also compares statistical society's distribution through two separate samples taken from this community. It can be used to compare any theoretical distribution with the viewed distribution observed distribution. Sometimes called good match goodness of fit, it occurs in some bibliometric measurement laws. Thus, the natural distribution analysis table indicated that the value of the level of morale in KMO, 000 confirms that the data are naturally distributed.

Table 2: One-Sample Kolmogorov-Smirnov Test

		Employee Performance
Normal Parameters ^{a,b}	N	405
	Mean	3.3552
Most Extreme Differences	Std. Deviation	.63308
	Absolute	.148
	Positive	.148
	Negative	-.145
Test Statistic		.148
Asymp. Sig. (2-tailed)		.000 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

b. Multi collinearity Test

It is a kind of overlap between variables in the statistical model, often causing the model to fail and inability to explain the relationship between a number of variables and a subordinate variable, where linear interference is examined through the Collinearity Diagnostics scale, calculating the Tolerance coefficient for each independent variable, and then finding a coefficient (Variance Inflation Factor (VIF) where this model is a measure of the impact of the correlation between independent variables. Torlance is only five (5), and VIF is larger than 0.10 (Hare and others, 2006). Therefore, it can be argued that the study model does not have a linear interference problem. The correlation between variables is low and does not exceed the 0.80 as the results showed in the table 3 (correlation coefficient), this indicates the strength of the study model in interpreting and determining the effect on the dependent variable.

Table 3: Multi collinearity Test

Axis	VIF	Tolerance
Employee awareness of job duties	0.756	1.323
Carrer rights	0.619	1.614

Source: The results of SPSS

Table 3 notes that the data do not suffer from the problem of Multi collinearity as the VIF coefficient did not exceed 2 as well as the permitting

coefficient exceeding the correct one. It should be noted that the data suffer from the problem of linear multiplicity if the average common variation has exceeded 10 and if the tolerance factor has exceeded 5. Accordingly, according to the variables and results of the multiplicity analysis, the data do not suffer from the problem of Multi collinearity

c. correlation Analysis between variables.

From the correlation coefficient table, it is clear that the values of management ethics with its sub changes on functionality with its sub changes have a relationship of less than 0.7. (pallant (2013) indicated that the items achieve a level of morale if the result of yin variable correlation analysis is less than 0.7, which explains the degree of strong correlation between the study variables significantly. Table 5 shows the degree of correlation between each other's study variables, as all variables have gotten below 0.7 which is below the morale level.

Table 5: Correlation Analysis Test

		Employee awareness of job duties	Carrer rights
Employee awareness of job duties	Pearson Correlation	1	.518**
	Sig. (2-tailed)		.000
	N	405	405
Carrer rights	Pearson Correlation	.518**	1
	Sig. (2-tailed)	.000	
	N	405	405

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

4.Descriptive Analysis Test

Means and Std. Deviation for Axis of study

No	Axis	Mean	St. Deviation
1	Employee awareness of job duties	4.1	0.719
2	Carrer rights	4.2	0.756

From the previous table 7, it is clear that the study's axes have achieved a good calculation average, which indicates the strength and acceptance of data, resulting in increased confidence in the study rates. It should be noted that according to Likert scale five-year data factor, data can be said to be acceptable if Likert scale five-year coefficient of 3-5 is achieved. The study is acceptable for the conduct of the analysis.

Demographic Profile for contributors in the Questionnaire

The statistical analysis revealed that the number of males participating in the statistical questionnaire was 290 at a rate of 71.6%, while the participation of women at 115 at a rate of 28.4%. The social situation also indicates that married participants in the statistical questionnaire reached 270 at the equivalent of 66.7% and single participation at 135 at a rate of 33.3%, reflecting that married persons are among the most involved in the questionnaire. Participants' scientific qualification was the highest

estimate for holders of baccalaureate at 322 at 79.5% The master's campaign was followed by 32 participants at 7.9%, followed by doctoral grades at 19 at 7.9%. The number of participants in the general secondary campaign reached 26 by 6.4%, Participants without GSPs reached 6% of 1.4%. This reflects the percentage of bachelor's participants in the questionnaire at Al- brega Oil and Natural Gas Procurement Company. The results of the statistical questionnaire showed that the highest age group of participants reached 20-30 159 with 39.2% and the second category of 31-40, with 107 participants at 26.5%; The age group 41-50 was 22.7%, and the age group above 51 years was 47%. The results of the statistical analysis were also shown by the analysis of the years of experience. The years of experience in statistical analysis were 5 to 9 years, with 104 participants at 25.7%. It also reached 102 participants in the 10-year to 14-year category of 25.3% and five to nine years' 87 21.5% proportion of experienced participants. In spite of the convergence of participants in the level of expertise, especially between those with experience from 10-14 and those with experience from 15-19 But this reflects the level of expertise of Al-brega Oil and Natural Gas Marketing Company, Statistical analysis revealed the functions performed by the participants, with the highest ranking of employees at 217 participants at 53.6% management ", while managers were 19.8% by 80 participants and professionals were 73 by 18% participants in the questionnaire, and directors-general were 35 by 8.6%.

Category	Percentage	Frequency
Gender		
Male	71.6%	290
Female	28.4%	115
Marital Status		
Married	66.7%	270
Single	33.3%	135
Education Level		
Below secondary	1.4%	6
Secondary	6.4%	26
Bachelor	79.5%	322
Master	7.9%	32
PHD	4.8%	19
Age		
30-20	%39.2	159
40-31	%26.5	107
50-41	%22.7	92
51 above	11.6%	47
Experience		
Below 5 years	21.5%	87
9-5	25.7%	104
14-10	25.2%	102
19-15	23.2%	94
20 above	4.4%	18
Job		
Technical	18%	73
Staff member	53.6%	217
Director	19.8%	80
Director General	8.6%	35

analyzing the participants' opinions on the axis of administrative ethics

This axis includes 5 main variables, with 4 items for each sub-axis, to reach 16 items in the axis as a

whole, and we will review below for each variable separately. Likert coefficient will be used to measure the acceptance of items for descriptive analysis, where Likert coefficient indicates that if a paragraph achieves an arithmetic mean ability from 3 to 5, the paragraph is acceptable.

A. Result of The axis of Employee awareness of job duties

This axis contains 5 main items, Table shows the results of the descriptive analysis of the axis of employee perception, where the results showed that all the items are acceptable and that the items got an arithmetic average from 3 to 5, which indicates the extent to which the items are accepted, where the first paragraph got in the order On the average of my calculation, a score of 4.3, which states that I abide by the regulations and instructions within the company for my personal benefit. As for the second paragraph in the analysis, I got 4.2, in which the two items that state (I spend most of my personal transactions while performing work during official working hours) and (I exchange the benefit with employees in other departments, even if it is at the expense of work). Which refers to the acceptance of the items of the focus of workers' perception of job tasks.

Carrer Rights For Employees

This heading includes 5 items, table 4.4, which outlines the Carrer rights axis items and is a subjective variable of the Department's ethics, and will be reviewed below for each individual variable. The results of the Carrer rights axis indicated that all the axis items were identical to the Likert Scale coefficient, which referred to items 3 to 5 being accepted, and therefore the initial paragraph with the highest arithmetic average was the paragraph stating that (The occupational rights of employees within the company shall take into account the Islamic aspect of workers' rights) The second paragraph of the ranking was my average calculation of 4.2, which states that I believe that the monthly salary I receive from the company is equal to the work I do, which is also equal to the paragraph which reads (My ability to perform the responsibility I assign exceeds the permissible powers.), where I received the same arithmetic average. The third-ranking paragraph was the share of the paragraph, which states that "I do the work fully, taking into account the religious aspect, the public interest and the rights of others". s rights ", which emphasizes the acceptance of Carrer rights-centred items.

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Reliability Test

No	Axis	Chronbach Alpha Coefficient
1	Employee awareness of job duties	.904
2	Carrer rights	.900

Multiple regression analysis

Regression analysis is based on a clear measurement of the relationship between the effect of an independent variable on the dependent variable in which multiple regression analysis is based on demonstrating the impact of autonomous variables by identifying the level of morale, If the relationship achieves a level of morale from 0.000 to 0.005, morale is achieved and there is a relationship, If the result of the relationship is variables that exceed the level of morale, then there is no relationship between the independent variable and the dependent variable The analysis showed that the four Carrer performance variables were grouped through computer variable in order to standardize variables to become a single variable dependent on the easy measurement of the impact of independent variables on the dependent variable. The table for the summary of the model in the supplement showed that the modified R and R coefficient greatly contribute to ascertaining the morale of the study variables as the closer the coefficient to the correct one the relationship becomes significant.

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Employee awareness of job duties, Carrer rights ^b	.	Enter
a. Dependent Variable: Employee Performance			
b. All requested variables entered.			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.278 ^a	.077	.068	.61112
a. Predictors: (Constant), Employee awareness of job duties, Carrer rights				

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.535	4	3.134	8.391	.000 ^b
	Residual	149.386	400	.373		
	Total	161.921	404			

a. Dependent Variable: Employee Performance
 b. Predictors: (Constant), Employee awareness of job duties, Carrer rights

Coefficients ^a							
Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	2.698	.207			13.041	.000
	Employee awareness of job duties	.262	.054	.090		4.851	.000
	Carrer rights	.211	.051	-.072		4.137	.000

a. Dependent Variable: Employee Performance

The result of the regression analysis indicated that there is a moral relationship between the management of the staff member's functions and the performance of the job, where the relationship achieved a level of morale of 0.000, as well as that the job rights have achieved a level of morale in their relationship with the performance of the job where they achieved the required level of significant.

Q1. What has been the impact of employees' perception of their job duties on performance from an Islamic perspective at Al-berga Oil Marketing Company?

OB1: To demonstrate the impact of employees' perception of their job duties on the performance of the job from an Islamic perspective at Al-berga Oil Marketing Company.

H1: There is a statistical correlation between employees' perception of their job duties and performance from an Islamic perspective at Al-berga Oil Marketing Company.

Results showed that there is a statistical correlation between employees' understanding of their job duties and functioning from an Islamic perspective at Al-berga Oil Marketing Company The hypothesis achieved the level of morale and received the value of 0.000, and it is worth noting that if the hypothesis achieved from 0.000 to 0.005, there is a statistical relationship between the independent variable and the dependent variable, These findings are consistent with the findings of previous studies, where the results of the current study are consistent with the

Zatel study. (2015), which dealt with managers' adherence to management ethics from the point of view of staff, a field study on the departments of commercial banks operating in the city of Benghazi, where the study examined the variable of employees' perception of their job duties, as well as the Topical Study (2017) where the study dealt with the variable performance of employees as a dependent variable. One of the most prominent paragraphs indicating employees' perception of occupational functions is compliance with regulations and instructions within the company for my personal benefit. This paragraph has the highest average calculation, so the study hypothesis has been achieved, which means a statistical relationship between employee perception and employee performance from an Islamic perspective, which means achieving the objective of the study. Thus, the employee's perception of the functions has an impact on the performance of the job from the Islamic perspective of Al-berga Oil and Natural Gas Marketing Company.

Q 2: What impact of career rights on performance from the Islamic perspective of Al-berga Oil Marketing Company?

OB2: To clarify the impact of career rights on performance from an Islamic perspective at Al-berga Oil Marketing Company

H2: There is a statistical correlation between Carrer rights over functioning from the Islamic perspective of Al-berga Oil and Natural Gas Marketing Company

Results showed that there is a statistical correlation between Carrer rights and functioning from an Islamic perspective at Al-berga Oil Marketing Company The hypothesis achieved the level of morale and received the value of 0.000, and it is worth noting that if the hypothesis achieved from 0.000 to 0.005, there is a statistical relationship between the independent variable and the dependent variable, These findings are consistent with previous studies, where the results of the current study are consistent with the Al Awajzi study (2019) which dealt with the ethics of the profession of a university professor and its impact on the formation of the personality of students and raising their educational attainment rate. The study dealt with the variable Carrer rights. The study also examined the variable performance of employees as a dependent variable (2017). Thus, the study hypothesis has been achieved, which means that there is a statistical correlation between occupational rights and employees' performance from an Islamic perspective.

One of the most prominent paragraphs with the highest assessment in the focus of occupational rights is that the occupational rights of employees within the company take into account the Islamic aspect of workers' rights, which means achieving the second objective of the study. Thus, there is an impact of Carrer rights on functioning from the Islamic perspective of Al- berga Oil and Natural Gas Marketing Company.

Recommendations

After reviewing the analysis discussion and proving that the study's hypotheses had been achieved, the study focused on several recommendations, including:

1. The importance of working towards the revival of Islamic values in the minds of the employees in a significant way that leads to cooperation between the employees within the company.
2. Continuing scientific research and expanding the scope of the study, contributing to the study comparing many public and private companies to learn about the ethics of management and its impact on job performance
3. The need to try to apply Malaysia's experience in improving the ethics of management in public institutions and the extent to which it applies Islamic values and culture and has a positive impact on functioning.
4. The need to allow creative employees to apply their creativity and innovation in order to improve performance within the company
5. Continuing to train workers on how to operationalize Islamic moral values in working within institutions, especially omissions, and not to identify others' mistakes in order to continue cooperation between each other's administrative leaders.
6. The importance of granting workers exceptional promotions and continuing the dialogue on diets in order to improve the level of the company's career membership.
7. Work to develop management skills and recognize the functional rights of each institution by entering them to avoid and avoid administrative problems.
8. 8.Ensure that the efforts of workers are not wasted and encourage them to achieve the company's objectives in the shortest possible time.
9. Develop workers' regulations and attempt to amend them so as to permit the indication of immoral practices and to highlight appropriate penalties according to the degree of error committed

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