

# **Abstract**

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## **The Islamic work ethics among employees in Egypt**

This research examined the relationship of the Islamic Work Ethic (IWE) and individualism among a large sample of supervisors working in Egypt replicating earlier work by Ali (2005, 1987). Data were collected from 484 male and female supervisors working in manufacturing organizations using anonymously completed questionnaires, a 48 percent response rate. Measures of IWE and individualism were highly reliable and significantly and positively correlated (.39,  $p < .001$ ), replicating Ali's work. Males and females scored similarly on both measures. Younger managers were more individualistic, again supporting Ali's findings. The Egyptian sample also scored very high on both measures, as do samples from other countries. Factor analysis of the IWE suggested two interpretable factors and the possibility of creating a shorter version of the IWE. An interesting question becomes why are levels of economic performance in these countries relatively low despite very high levels of commitment to the IWE? This raised the issue of potential social desirability in the measure of IWE. Future research must include indicators of both individual and work unit performance to examine this further.