

Role of Employers in Empowering Lecturers in Tahfiz Institutions of Malaysia

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Abstract

This study aimed to reveal the lecturers and employers perceptions on the role of employers in empowering lecturers through the provision of spiritual faith incentives, material incentives (scheme of service) and maknawi (abstract) incentives (working environment). This study involves 177 lecturers as samples and six employers of Darul Quran and MTQN. In order to achieve the objectives, a set of questionnaire which contains 51 items is used as instrument to measure the perception of lecturers on the role of employers. Meanwhile semi-structured interview that contains three questions is used to obtain opinions on the role played by employers. The questionnaire were analyzed descriptively and the overall results shows employers role in empowering lecturers are at a high level with mean value at 3.58. The interview result shows that there is a difference of views between lecturers and employers on material incentives (scheme of service). This study implied that scheme of service incentive should be upgrade to make it more equitable and inclusive, while maintaining spiritual faith incentives and maknawi incentives (working environment) are to continuously empowering lecturers.

Keywords: *Darul Quran; Tahfiz Institutions; Spiritual Faith Incentives; Maknawi Incentives*

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