

# Intellectual Discourse

---

Volume 32

Number 2

2024



**International Islamic University Malaysia**  
<https://journals.iium.edu.my/intdiscourse/index.php/id>

# *Intellectual Discourse*

---

Volume 32

Number 2

2024

## **Editor-in-Chief**

Danial Mohd Yusof  
(Malaysia)

## **Editor**

Tunku Mohar Mokhtar  
(Malaysia)

## **Associate Editors**

Anke Iman Bouzenita (Oman)  
Khairil Izamin Ahmad (Malaysia)  
Saodah Wok (Malaysia)

## **Book Review Editor**

Mohd. Helmi Bin Mohd Sobri  
(Malaysia)

---

## **Editorial Board**

Abdul Kabir Hussain Solihu (Nigeria)  
Badri Najib Zubir (Malaysia)  
Daniel J. Christie (USA)  
Habibul H. Khondker (UAE)  
Hafiz Zakariya (Malaysia)  
Hazizan Md. Noon (Malaysia)  
Hussain Mutalib (Singapore)  
Ibrahim M. Zein (Qatar)  
James D. Frankel (China)  
Kenneth Christie (Canada)  
Nor Faridah Abdul Manaf (Malaysia)  
Rahmah Bt Ahmad H. Osman  
(Malaysia)  
Serdar Demirel (Turkey)  
Shukran Abdul Rahman (Malaysia)

Syed Farid Alatas (Singapore)  
Thameem Ushama (Malaysia)

## **International Advisory Board**

Anis Malik Thoha (Indonesia)  
Chandra Muzaffar (Malaysia)  
Fahimul Quadir (Canada)  
Farish A. Noor (Malaysia)  
Habib Zafarullah (Australia)  
John O. Voll (USA)  
Muhammad al-Ghazali (Pakistan)  
Muhammad K. Khalifa (Qatar)  
Redzuan Othman (Malaysia)

## **Founding Editor**

Zafar Afaq Ansari (USA)

---

*Intellectual Discourse* is a highly respected, academic refereed journal of the International Islamic University Malaysia (IIUM). It is published twice a year by the IIUM Press, IIUM, and contains reflections, articles, research notes and review articles representing the disciplines, methods and viewpoints of the Muslim world.

*Intellectual Discourse* is abstracted in SCOPUS, WoS Emerging Sources Citation Index (ESCI), ProQuest, International Political Science Abstracts, Peace Research Abstracts Journal, Muslim World Book Review, Bibliography of Asian Studies, Index Islamicus, Religious and Theological Abstracts, ATLA Religion Database, MyCite, ISC and EBSCO.

ISSN 0128-4878 (Print); ISSN 2289-5639 (Online)

<https://journals.iium.edu.my/intdiscourse/index.php/id>

Email: [intdiscourse@iium.edu.my](mailto:intdiscourse@iium.edu.my); [intdiscourse@yahoo.com](mailto:intdiscourse@yahoo.com)

Published by:

IIUM Press, International Islamic University Malaysia  
P.O. Box 10, 50728 Kuala Lumpur, Malaysia  
Phone (+603) 6196-5014, Fax: (+603) 6196-6298  
Website: <http://iiumpress.iium.edu.my/bookshop>

**Intellectual Discourse**  
**Vol. 32, No. 2, 2024**

**Contents**

<i>Note from the Editor</i>	427
 <i>Research Articles</i>	
Media Framing in a Changing Political Landscape: Astro Awani's Political News Coverage of Post-HAWANA 2022 <i>Juliana Abdul Wahab</i> <i>Azmil Tayeb</i> <i>Syaza Fuhat</i>	431
 Learning Beneficial Worldly Knowledge: Between Islamic and Boko Harām Perspectives <i>Hassan Suleimān</i> <i>Alwi Alatas</i> <i>Abdul Bāri Bin Awang</i> <i>Mohd. Afandi Bin Awang Hamat</i>	 459
 Remembering Muhammad Asad: The Modernist Reformer of the 20 <sup>th</sup> Century <i>Ahmad Farouk Musa</i>	 483
 Between Awareness and Visibility: A Google Trends (GT) Analysis of Malaysia-China Kuantan Industrial Park (MCKIP), East Coast Rail Link (ECRL) and Kuantan Port (2013-2024) <i>Goh Hong Lip</i> <i>Lee Pei May</i> <i>Loo Wai Hong</i>	 503

Enhancing Career Performance: Key Factors  
in Career Adaptability Among Aşnāf Faqīr 533

*Ahmad Rosli Mohd Nor*

*Mohd Faizal P. Rameli*

*Abdul Azim Akbar*

*Nor Aziera Mohamad Rohana*

*Muhd Khudri Johari*

Islamic Wealth Management: A Bibliometric Analysis  
of Major Dimensions and Future Research Plan 551

*Saheed Abdullahi Busari*

*Kazeem Akeem Olayinka*

*Akhtarzaite Binti Abdul Aziz*

*Habeebullah Zakariyah*

Development and Validation of a Tahfiz  
School Performance Index 585

*Azam Othman*

*Nik Md. Saiful Azizi Nik Abdullah*

*Norbaiduri Ruslan*

*Mohamad Sahari Nordin*

*Shahrul Fhaizal Shabu*

### ***Research Note***

Reframing the Narrative: Challenging Eurocentrism  
in Modern World Economic Historiography 607

*Tahsina Nasir*

### ***Book Review***

Sherman A. Jackson (2024). *The Islamic Secular*. 621

Oxford: Oxford University Press. 527 pp.

Hardback. ISBN: 9780197661789. £32.99.

Reviewer: *Hamza Dudgeon*

## Transliteration Table: Consonants

Arabic	Roman		Arabic	Roman
ب	b		ط	ṭ
ت	t		ظ	ẓ
ث	th		ع	‘
ج	j		غ	gh
ح	ḥ		ف	f
خ	kh		ق	q
د	d		ك	k
ذ	dh		ل	l
ر	r		م	m
ز	z		ن	n
س	s		ه	h
ش	sh		و	w
ص	ṣ		ء	’
ض	ḍ		ي	y

## Transliteration Table: Vowels and Diphthongs

Arabic	Roman		Arabic	Roman
اَ	a		اَ، اِ، اِيَّ	an
اُ	u		اُو	un
اِ	i		اِي	in
اَ، اِ، اِيَّ، اِيَّ	ā		اَو	aw
اُو	ū		اِيَّ	ay
اِي	ī		اَو	uww, ū (in final position)
			اِيَّ	iyy, ī (in final position)

*Source: ROTAS Transliteration Kit: <http://rotas.iium.edu.my>*



## Enhancing Career Performance: Key Factors in Career Adaptability Among *Aṣnāf Faqīr*

**Ahmad Rosli Mohd Nor\***

**Mohd Faizal P. Rameli\*\***

**Abdul Azim Akbar\*\*\***

**Nor Aziera Mohamad Rohana\*\*\*\***

**Muhd Khudri Johari\*\*\*\*\***

**Abstract:** This qualitative study explores the factors influencing career adaptability that contribute to the career development of *Aṣnāf Faqīr* (poor) individuals. Using thematic analysis of in-depth interviews, the research involved 12 participants. The findings highlight various elements impacting the career adaptability of those from low-income backgrounds, including personal traits like self-efficacy and resilience, social context factors such as family support and mentor access, and career-related experiences like education and job training. Furthermore, the study shows a positive link between career adaptability and improved employability, confidence, and career mobility among the poor. The research underscores the importance of investing in career development programmes tailored to address the specific needs and challenges of individuals with limited financial resources. Therefore, *Aṣnāf Faqīr* development programmes should provide the necessary skills and resources to effectively navigate the job market and achieve greater economic stability.

---

\* Senior Lecturer at Academy of Contemporary Islamic Studies (ACIS), UiTM, Melaka Branch 78000, Malaysia. Email: ahmadrosli@uitm.edu.my

\*\* Associate Professor at Academy of Contemporary Islamic Studies (ACIS), UiTM, Melaka Branch 78000, Malaysia. Email: faizal061@uitm.edu.my.  
*Corresponding author.*

\*\*\* Lecturer at Academy of Contemporary Islamic Studies (ACIS), UiTM, Melaka Branch, 78000, Malaysia. Email: azimakbar@uitm.edu.my

\*\*\*\* Senior Lecturer at Academy of Contemporary Islamic Studies (ACIS), UiTM, Melaka Branch 78000, Malaysia. Email: aziera7863@uitm.edu.my

\*\*\*\*\* Lecturer at Deanship of General Studies, Qatar University, Doha, Qatar. Email: m.johari@qu.edu.qa

**Keywords:** Career performance, career adaptability, *Aṣṇāf Faqīr*, employability, career mobility

**Abstrak:** Kajian kualitatif ini meneroka faktor-faktor yang mempengaruhi kebolehsuaian kerjaya yang menyumbang kepada pembangunan kerjaya individu *Aṣṇāf Faqīr*. Kajian ini menggunakan analisis tematik temu bual mendalam, terhadap 12 orang informan. Dapatan kajian menunjukkan terdapat pelbagai elemen yang akan memberi kesan kepada kebolehsuaian kerjaya *Aṣṇāf Faqīr* berpendapatan rendah yang terdiri daripada latar belakang termasuk ciri-ciri peribadi seperti keberkesanan diri dan daya tahan, faktor konteks sosial seperti sokongan keluarga dan akses mentor, dan pengalaman berkaitan kerjaya seperti pendidikan dan latihan pekerjaan. Kajian ini juga menunjukkan hubungan positif antara kebolehsuaian kerjaya dan peningkatan kebolehkerjaan, keyakinan dan mobiliti kerjaya di kalangan golongan *Faqīr*. Kajian ini menekankan kepentingan memberi tumpuan kepada program pembangunan kerjaya yang disesuaikan secara khusus untuk menangani keperluan individu yang mempunyai sumber kewangan yang terhad. Oleh itu, program pembangunan *Aṣṇāf Faqīr* harus melibatkan penyediaan kemahiran dan penggembelengan sumber yang diperlukan untuk meneroka pasaran kerja dengan lebih berkesan dan mencapai kestabilan ekonomi yang lebih besar.

**Kata kunci:** Prestasi kerjaya, kebolehsuaian kerjaya, *Aṣṇāf Faqīr*, kebolehpasaran, mobiliti kerjaya

## Introduction

Career adaptability refers to an individual's ability to navigate the changing demands of the job market and adapt to new career opportunities and challenges (Savickas, 1997). For individuals living in poverty, developing career adaptability skills is crucial for enhancing employability and increasing earning potential, thereby leading to greater financial stability. Poor individuals often encounter numerous barriers to career advancement, such as limited education or training, lack of experience, and discrimination. However, by developing career adaptability, they can learn to overcome these obstacles and build resilience in the face of adversity. This includes cultivating skills such as problem-solving, continuous learning, and flexibility – which are essential for thriving in a dynamic job market and securing better employment opportunities despite existing socio-economic challenges.



Career adaptability plays a significant role in empowering individuals living in poverty by fostering confidence and self-efficacy in their abilities to navigate the job market and pursue their respective career goals. This empowerment leads to increased motivation, higher persistence in job searches, and a greater sense of control over their economic situations. By adapting to changes in the labour market and proactively pursuing their career aspirations, individuals can improve their employability and financial stability.

However, poor individuals often face substantial barriers that impede their career adaptability. These barriers include limited access to education and training, restricted job opportunities, and financial insecurity. Consequently, they may struggle to adapt to changing job market demands – resulting in prolonged unemployment, underemployment, and continued poverty. Addressing these barriers through targeted support and resources is essential to not only enhance career adaptability, but also enable individuals to overcome obstacles, secure stable employment, and break the cycle of poverty. To address these challenges, it is vital to understand the factors that affect career adaptability among poor individuals and develop interventions to help them overcome these barriers and improve their employability (Hirschi, 2019). Poor individuals may find themselves constrained by their current job or career paths, which often offer limited opportunities for advancement or higher wages. These limitations are typically intertwined with a web of economic, social, and systemic factors, creating a complex scenario that necessitates comprehensive solutions for meaningful change (Van Niekerk, 2020).

By developing career adaptability, individuals living in poverty can explore new career options and consider alternative paths to achieve their financial goals. This adaptability allows them to leverage their existing skills and acquire new ones, opening opportunities for better job prospects and higher wages. Investing in career development not only promotes employability but also cultivates resilience, confidence, and career mobility. Such investments empower individuals to break free from the cycle of poverty, providing them with the tools to overcome challenges and secure a more stable and prosperous future.

Therefore, this study aims to explore the factors influencing career adaptability among poor individuals – specifically focusing on the

unique needs and challenges faced by *faqīr* (poor) individuals. By investigating these factors, effective interventions and programmes can be identified to facilitate the career development of this population. The overarching objective is to equip impoverished individuals with essential skills, resources, and robust support systems, fostering success in their careers (Sengeh & Winthrop, 2022). By doing so, the aim is to shatter the cyclical nature of poverty that would in turn enable these individuals to achieve heightened economic stability. Empowerment encompasses education, vocational training, mentorship, and addressing systemic barriers. This step ensures that they not only secure better opportunities but also gain the confidence to navigate the complexities of the job market. This holistic approach includes:

- a. Education and Vocational Training: Providing access to quality education and practical training programmes tailored to market demands to enhance employability.
- b. Mentorship: Establishing mentorship programmes to guide individuals through career development and offer personalized support and advice.
- c. Systemic Barrier Addressal: Identifying and addressing systemic barriers such as discrimination and lack of access to resources to ensure equitable opportunities.

Ultimately, this comprehensive approach strives to create a sustainable pathway for socio-economic upliftment, breaking the chains of poverty and fostering a long-term prosperity.

### **Career Adaptability**

Career adaptability is a multidimensional construct that refers to an individual's ability to navigate and manage their career in the face of various career-related challenges, transitions, and uncertainties. First introduced by Savickas (1997) and subsequently developed by other scholars, career adaptability encompasses an individual's capacity to effectively adjust to changing circumstances and opportunities in their career.

This skill is increasingly crucial in today's rapidly evolving job market, where new technologies and industries emerge regularly, and the demand for specific skills shifts rapidly. Career adaptability involves several core dimensions, which 'includes:

- a. Career concern: the degree to which individuals are proactive and forward-thinking about their career development, and actively seek out new opportunities for growth;
- b. Career control: the extent to which individuals feel they have control over their career choices and abilities to make decisions that align with their personal values and goals;
- c. Career curiosity: the level of interest and openness individuals have towards learning and exploring new career options and opportunities; and
- d. Career confidence: the level of self-belief and resilience individuals possess, which enables them to overcome obstacles and challenges in their career.

These dimensions have been measured using the Career Adapt-Abilities Scale (Porfeli & Savickas, 2016), which has been validated across numerous cultures and contexts. Research has shown that career adaptability is a valuable construct positively associated with various career-related outcomes, including career success, job satisfaction, and well-being (Hirschi, 2012; Johnston & Stewart, 2010; Lent & Brown, 2013). However, it does not mediate the relationship between social support and innovative behavior (Rençber & Paşaoğlu Baş, 2023).

Interventions designed to enhance career adaptability have proven effective in promoting career development and resilience (Hirschi, 2019; Porfeli & Savickas, 2016). Individuals with high levels of career adaptability are more likely to navigate career transitions successfully and achieve their career goals, even in uncertain or rapidly changing circumstances. They tend to have more fulfilling and satisfying careers because they can explore new opportunities and adapt to changing conditions. Several strategies can help individuals develop career adaptability, such as seeking new learning opportunities, building a diverse network of professional contacts, and actively reflecting on their career goals and values. Employers can also cultivate career adaptability among their employees by offering training and development opportunities, supporting career exploration, and fostering a culture of adaptability and innovation.

### ***Aşnāf Faqīr***

*Aşnāf Faqīr*, one of the eight categories eligible to receive *zakāt* in Islam, holds significant importance within the framework of charitable

giving.<sup>1</sup> The term “Faqr” originates from the Arabic word “faqr”, which signifies poverty or need. In Islamic teachings, the *Aṣṇāf* categories serve as precise guidelines to determine who qualifies for *zakāt*, ensuring that the wealth accumulated by individuals is shared with those in society who are less fortunate. *Aṣṇāf Faqr* specifically encompasses individuals who are deemed extremely impoverished and lacking any form of sustainable income or external support. These individuals are among the most vulnerable members of society who are constantly struggling to fulfil their fundamental needs such as adequate food, clothing, and shelter. According to Ainul Afiffah (2019), this category underscores the humanitarian principle of *zakāt*, where the wealthier members of the community are obligated to assist those who are unable to meet their basic necessities due to their impoverished circumstances.

In practice, *zakāt* contributions directed towards *Aṣṇāf Faqr* aim to alleviate the hardships faced by these individuals, providing them with essential resources for survival and dignity. This charitable act not only fulfils a religious obligation, but also fosters social cohesion and empathy within the community – reinforcing the principle of mutual care and responsibility advocated in Islamic teachings. Therefore, *Aṣṇāf Faqr* exemplifies the compassionate ethos of *zakāt* in Islam – ensuring that the economic disparity within society is mitigated through the equitable distribution of wealth, thereby uplifting the lives of those who are in need the most. Islamic teachings highlight the paramount duty of assisting those in need, particularly through the giving of *zakāt* to *Aṣṇāf Faqr*. This act is deeply rooted in fulfilling the religious obligation of providing for the less fortunate and advancing principles

---

<sup>1</sup> Zakāt literally means growth, improvement, and purification. The technical meaning of zakat is the amount of money or type of money taken from a certain type of wealth when it reaches a certain amount (called nisab) at a certain time (Saad & Al Foori, 2020). It must be spent on a specific category in a certain way. After that, zakat is used as a process of spiritual cleansing of wealth maintained by Allah SWT (Solahuddin & Mohd Liki, 2020). Zakat is a mandatory annual payment made under Islamic law from an individual's property, including wealth and income (Alshater et al., 2021). It is used for religious and charitable purposes. Under Islamic principles, zakat is considered as the purification of one's property from possible impurities associated with the form from which it is obtained. It is one of the Five Pillars of Islam and is the second pillar after prayer (Saad & Al Foori, 2020).

of social justice within society. However, it is crucial to recognise that not every impoverished individual qualifies as *Aṣṇāf Faqīr*. The criteria for *zakāt* eligibility can vary depending on local conditions and specific circumstances, as noted by Mohamad et al. (2018).

*Aṣṇāf Faqīr* specifically refers to individuals who face extreme destitution and are devoid of any sustainable means of support. These individuals are considered among the most vulnerable in society as they are lacking the most basic necessities such as food, clothing, and shelter. By directing *zakāt* to *Aṣṇāf Faqīr*, Muslims not only fulfil their religious duty but also contribute to the broader goal of alleviating poverty and ensuring dignity for those in dire need. Moreover, the concept of *Aṣṇāf Faqīr* underscores the Islamic principle of redistributing wealth equitably to foster communal well-being and solidarity. This practice aims to mitigate economic disparities and strengthen social cohesion by empowering those who are marginalised and economically disadvantaged. In summary, giving *zakāt* to *Aṣṇāf Faqīr* embodies the compassionate spirit of Islam, emphasising the ethical imperative of caring for the vulnerable while promoting a just and inclusive society. It serves as a tangible expression of faith through action, where individual wealth is leveraged to uplift and support those facing acute hardship.

## Research Methodology

### *Data Collection*

This study uses in-depth interviews and thematic analysis – each representing distinct research methodologies that, when combined, would obtain a thorough understanding of the subject matter, reinforced by rich, qualitative data that exposes the nuances and subtleties of human experiences and views. In-depth interviews are a qualitative method wherein researchers conduct open-ended interviews to delve deeply into participants' experiences, opinions, and perspectives. This method is valued for its ability to yield rich, nuanced data that offer profound insights into any phenomenon or issue.

Conversely, thematic analysis is a structured method that involves identifying and analysing patterns or themes within a set of textual data. It includes open coding, inductive coding, and deductive coding. Thematic analysis is a systematic approach that begins with familiarisation, where researchers immerse themselves in the data to gain a comprehensive

understanding. Next, initial codes are generated to identify significant features of the data. These codes are then organised into broader themes during the searching phase. Themes are reviewed and refined to ensure they accurately represent the data. Subsequently, themes are clearly defined and named, providing precise and meaningful interpretations. Finally, the results are presented and discussed, illustrating themes with data extracts and exploring their implications within the research context. This structured process allows for a thorough and nuanced analysis of qualitative data.

Combining these methodologies enhances the research process by capitalising on their complementary strengths. The in-depth interviews facilitate a comprehensive exploration of individual viewpoints and contextual understanding; they subsequently capture the intricacies and nuances of participants' perspectives. Meanwhile, thematic analysis systematically identifies and interprets patterns within qualitative data, providing nuanced insights into research findings. Together, the combination not only leverages qualitative depth and richness but also integrates structured expert consensus building, thereby creating a powerful research tool. This hybrid approach enables researchers to explore complex phenomena from multiple angles, ensuring a thorough exploration that is both insightful and rigorously validated by expert consensus. A total of 12 experts were selected in this study as research participants based on these purposive criteria; (1) has a job or own a business, (2) individual income of more than RM3,000 per month, (3) former *zakāt* recipient, and (4) currently being a *zakāt* payer. Experts with similar backgrounds or domain expertise have a thorough understanding of the subject matter (Rowe & Wright, 1999). This selection guarantees that their feedback is appropriate, founded in domain-specific knowledge, and reflecting practical realities. Semi-structured interviews were conducted with the participants, each lasting between 40-120 minutes. The interviews were recorded with consent and transcribed for analysis. These interviews were conducted face-to-face at the respective participants' places.

### *Data Analysis*

The initial round commenced with in-depth interviews – a qualitative method aimed at exploring participants' in-depth experiences and perspectives. Following the transcription stage, the data underwent a

rigorous analysis using thematic analysis techniques. This process involved identifying key themes and insights derived from the interviews. To manage and analyse the data effectively, NVivo 15.0 software was used. The researchers employed open coding to generate a comprehensive set of initial codes. This phase aimed to capture a wide range of concepts and ideas present in the data. In total, 156 codes were identified through the open coding process, reflecting the richness and diversity of the interview data.

Subsequently, the researchers proceeded with selective coding – a focused analytical approach where codes relevant to each identified theme(s) and sub-theme(s) were systematically selected. This selective coding phase aimed to refine and consolidate the initial codes into meaningful categories that would correspond closely with the theoretical framework underpinning the study. Codes that aligned with established theoretical concepts were directly integrated under the respective themes and sub-themes in the NVivo software. The selective coding process was crucial as it facilitated the construction of coherent and theoretically grounded career development profiles based on the identified themes and sub-themes. By aligning the empirical findings with existing theoretical constructs, the researchers ensured that the interpretations and conclusions drawn from the data were robust and supported by established theoretical perspectives. Overall, thematic analysis of in-depth interviews in conjunction with NVivo software usage underscored a methodologically rigorous approach to exploring and synthesising the experts' opinions on individual career development profiles. This methodological synergy not only enhanced the depth of understanding but also contributed to the validity and reliability of the research findings.

In this study, after the initial rounds of analysis to identify key themes and insights from the experts, efforts were made to streamline the process of consensus-building among participants. The researchers employed thematic analysis – an innovative approach that involves identifying and analysing patterns or themes within a set of textual data. It includes open coding, inductive coding, and deductive coding. Originally introduced by Virginia Braun and Victoria Clarke in 2006, which is often regarded as the foundational work for this approach in qualitative research, thematic analysis was chosen for its capability to identify, analyse, and interpret patterns or themes within qualitative



data, offering deep insights into complex phenomena while allowing for comparison and contextual understanding. thematic analysis is used to explore underlying meanings, compare group perspectives, and understand the nuanced context of participants' experiences or behaviours in relation to specific research questions. The innovative application of thematic analysis in this study was particularly suited for addressing the research questions, where conventional quantitative methods might fall short in capturing the depth of participants' experiences and perspectives. By using thematic analysis, the researchers were able to uncover underlying patterns and themes through a careful examination of the qualitative data gathered from the interviews. This approach ensured that the derived themes and conclusions would be reflective of the participants' lived experiences and the contextual realities they face.

Overall, the integration of thematic analysis in the study's analytical framework represents a methodological advancement aimed at enhancing the depth and richness of the findings. This approach facilitated a deeper understanding of the identified themes and contributed to the study's overall rigour and reliability in addressing complex research inquiries. In the context of this study, thematic analysis plays a critical role in identifying key patterns or themes based on the participants' responses gathered during the interview stages. Thematic analysis involves coding the interview data, organising it into themes, and interpreting these themes to derive meaningful insights. This process allows for a systematic approach to analysing qualitative data based on the participants' responses, ensuring that the findings are grounded in the data collected. Two distinct stages were applied in this procedure to identify the key themes. Firstly, an initial coding process was conducted, where the researchers read through the interview transcripts and identified recurring patterns or concepts in the data. Secondly, these codes were grouped into broader themes that reflect the participants' experiences and perspectives. By integrating these methods into the study's analytical framework, the researchers aimed to enhance the accuracy and reliability of the findings.

In summary, thematic analysis was instrumental in transforming qualitative data into actionable insights, enabling the researchers to derive meaningful conclusions based on the participants' experiences. This methodological rigour contributed to the study's ability to generate insightful findings and draw robust conclusions relevant to its research objectives.



Table 1: Steps in Thematic Analysis

Steps	Explanation
1	Determine Participants for the Study Total respondents in study: i. The study involved conducting interviews with 12 participants. ii. The participants were selected based on their relevance to (1) has a job or own a business, (2) individual income of more than RM3000 per month, (3) former <i>zakāt</i> recipient, and (4) currently being a <i>zakāt</i> payer
2	Data Collection via Interviews: i. Interviews were conducted to explore key factors such as career adaptability among poor individuals. ii. The interviews were semi-structured, allowing flexibility to explore different areas based on participants' responses.
3	Coding and Thematic Analysis: i. Interview transcripts were coded for recurring themes and concepts. ii. These codes were then grouped into key themes that emerged from the data.
4	Thematic Interpretation: i. The identified themes were analysed to provide insights into the factors contributing to career adaptability, focusing on themes such as career confidence, career control, career concern, and curiosity.
5	Discussion of Findings: i. The themes were discussed in relation to the factors influencing career adaptability that contribute to the career development of <i>Aşnāf Faqīr</i> (poor) individuals, with evidence from the interviews provided to support the findings.

The analysis of the interview data revealed four main constructs of career adaptability among poor individuals, which were further divided into sub-constructs. The order of priority (ranking) is shown in Table 2.

Table 2: Constructs and sub-constructs of learning experience

No.	Construct	Sub-construct	Consensus	Value (d)	Ranking
1	Confidence	Self-confidence	100%	0.147	1
		Consistent	100%	0.187	2
		Brave	93%	0.157	3
		Experience	82%	0.139	4
2	Control	Self-control	100%	0.163	1
		Game changer	91%	0.135	2
		Own Decision	87%	0.171	3
		Focus	80%	0.157	4
3	Concern	Family	100%	0.190	1
4	Curiosity	Self	100%	0.178	2
		Religion	86%	0.153	3
		Self-Test	95%	0.178	1
		Initiative	87%	0.32	2

Findings and Discussion

The findings of this study shed light on the factors of career adaptability needed by poor individuals, or “Faḳīr”, to succeed in their careers. Thematic analysis using NVivo revealed several key factors that contribute to career adaptability among poor individuals. Individuals showcased a unique profile in their career development, highlighting the individuality and patent characteristics that set them apart from other graduates and support their career advancement.

One critical factor identified is career confidence, which refers to an individual’s level of self-belief and resilience in overcoming career obstacles and challenges. Poor individuals, who face economic disadvantages, particularly benefit from developing career confidence. Highly adaptable individuals exhibit proactive behaviour in seeking new opportunities, quick learning of new skills, and resilience in the face of setbacks and challenges. It is crucial for poor individuals to have confidence in their abilities and maintain a growth mindset, as this mindset encourages risk-taking and experimentation and would ultimately enhance career adaptability (Blustein, 2019). For example,

individuals who are highly adaptable tend to be proactive in seeking out new opportunities because they are able to learn new skills quickly and they are resilient in the face of setbacks and challenges; this is especially evident for those who have a lot of experiences in their career like a participant said: “If the business involves selling food as well, I can do it because I already have a lot of experience selling food before...” (Participant 3)

Another significant factor is career control, which relates to the extent to which individuals feel they have total control over their career choices and can make decisions aligning with their values and goals. Poor individuals often encounter limited access to resources such as mentorship and networking opportunities, which hinder their career control. However, developing a sense of career control is essential for empowering individuals in their career journeys and enabling them to take proactive steps towards achieving their goals (Savickas, 2013). The participants emphasised the need to take initiative and be proactive in creating their own job opportunities, highlighting the importance of self-ability and decision-making in their career planning process. A participant stressed that they could not wait for the right opportunity to come; they needed to go out and find it: “We shouldn’t just wait for a job offer; we need our own initiative; if we can’t get a job, we are the ones who create the job.” (Participant 6)

Hence, they need full confidence in their ability to be brave, consistent with their effort and use all their experiences to adapt to all the challenges in their career paths. Individuals who strongly believe in their own abilities and have a growth mindset are more likely to take risks and try new things, which can help them to be more adaptable in their careers (Lent and Brown, 2013).

Career concern is another factor that emerged, referring to individuals’ proactivity and forward-thinking approach to their career development. Poor individuals face additional stressors such as limited access to education or training, restricted job availability, and financial instability. However, those with high levels of career concern are better equipped to navigate through these challenges and seek opportunities for career growth (Porfeli & Savickas, 2016). The participants expressed concerns about how their performance would impact their family, future, and overall career advancement. While career concerns can motivate individuals to work harder, excessive concerns may lead to

short-term thinking and unethical behaviour – which could compromise long-term career prospects (Holmstrom, 1999). It is crucial to address these concerns and provide appropriate incentives and rewards for poor individuals, ensuring their efforts are recognised and valued. Most of the participants are really concerned about their families and occasionally worry about their future if they fail to succeed in their career: “I really have to be enthusiastic, because I have five children who are still in school.” (Participant 10)

Overall, career concerns are an important aspect of employee behaviour and can have significant impacts on career outcomes. Poor people must be aware of these concerns and take steps to ensure that they are appropriately incentivised and rewarded for their efforts. Career curiosity emerged as another important factor, denoting an individual’s openness to new experiences and willingness to explore different career options. Poor individuals often face challenges in accessing information about various career paths and opportunities. However, cultivating career curiosity enables individuals to identify new and unexpected career options that they may not have considered otherwise previously. Career curiosity involves asking questions, seeking new information, and being open to diverse experiences – all of which contribute to adaptability in today’s rapidly changing job market (Dobrow & Higgins, 2017). Participants emphasised the importance of self-initiative and actively seeking out learning opportunities in order to succeed in their careers. The most important thing is they need to create their own initiatives to succeed in their career: “For me, if we want to do this business, the initiative from ourselves is very important.” (Participant 2)

Cultivating a mindset of career curiosity can help individuals to stay motivated, engaged, and fulfilled in their careers. By actively seeking out new learning opportunities and exploring new avenues for growth, individuals can position themselves for long-term success and fulfilment. By cultivating career curiosity, individuals can gain a better understanding of their own strengths and interests, as well as the opportunities available to them. They can also build a diverse set of skills and experiences that can help them adapt to new challenges and advance in their careers. Overall, career curiosity is a valuable trait for anyone who not only wants to stay engaged and fulfilled in their work, but also for those who want to continue growing and learning throughout their career (Wrzesniewski & Dutton, 2001).

This study identified crucial factors of career adaptability essential for individuals living in poverty. These factors—career confidence, career control, career concern, and career curiosity—are pivotal for shaping effective interventions and programmes tailored to enhance the career development of impoverished individuals. By addressing these elements, interventions can be more precisely targeted to meet the unique needs and circumstances of this demographic.

Investing in career development initiatives for individuals in poverty holds significant potential. Such investments would not only equip them with essential skills and competencies, but also empower them to navigate and overcome the multifaceted challenges posed by economic disadvantage. By fostering career adaptability, these programmes pave the way for improved economic prospects, greater financial stability, and enhanced personal fulfilment. Furthermore, beyond immediate economic benefits, enhancing career adaptability among the poor contributes to broader societal goals. It promotes social mobility, reduces inequality, and fosters community resilience. Individuals equipped with career adaptability are better positioned to contribute positively to their families and communities, thereby creating a ripple effect of empowerment and opportunity.

Effective implementation of these interventions requires a holistic approach that considers not only skill development but also access to education, mentorship, and supportive networks. By creating environments conducive to learning and growth, societies can foster sustainable pathways out of poverty and towards long-term prosperity. In conclusion, investing in the career adaptability of impoverished individuals is a critical step towards building inclusive economies and resilient communities. It represents a proactive strategy to break the cycles of poverty, empower individuals, and promote equitable opportunities for all. By prioritising these efforts, societies can unlock the full potential of their most marginalised populations, driving positive social change and sustainable development.

## **Conclusion**

Addressing structural inequalities and barriers that hinder access to education, social support, and other resources is crucial for promoting career adaptability among individuals living in poverty. These barriers often restrict their ability to develop essential skills and competencies

needed for career advancement. Moreover, promoting entrepreneurship and self-employment as viable alternatives to traditional employment can empower poor individuals who face challenges in accessing formal job markets. Fostering an entrepreneurial mindset and providing support for small business initiatives can expand opportunities for economic independence and resilience. In impoverished conditions, addressing barriers to education, social support, and resources is crucial for enhancing career adaptability. These barriers limit skill development and career progression. Entrepreneurship and self-employment offer alternatives to traditional jobs, empowering those facing formal market challenges. Career adaptability, which encompasses concern, control, curiosity, and confidence, enables navigating obstacles towards financial stability. Systemic barriers must be tackled, and entrepreneurial opportunities must be promoted to empower low-income individuals fostering sustainable futures.

## References

- Ainul Afiffah Che Hussain (2019). *Pola Pengelolaan Fakir Di Majelis Agama Islam Dan Adat Istiadat Melayu Kelantan Dalam Menekan Angka Kemiskinan*. Projek Sarjana Universitas Islam Negeri Ar-Raniry Darussalam.
- Alshater, M.M., Saad, R.A.J., Abd. Wahab, N. & Saba, I. (2021), "What do we know about zakat literature? A bibliometric review", *Journal of Islamic Accounting and Business Research*, Vol. 12 No. 4, pp. 544-563. <https://doi.org/10.1108/JIABR-07-2020-0208>
- Blustein, D. L. (2019). *The psychology of working: A new perspective for career development, counseling, and public policy*. Routledge.
- Dobrow, S. R., & Higgins, M. C. (2017). Cultivating career curiosity. *MIT Sloan Management Review*, 58(4), 81-88.
- Dobrow, S. R., & Higgins, M. C. (2017). Developmental networks and learning: Toward an interdisciplinary perspective on identity development during adulthood. *Journal of Vocational Behavior*, 100, 124-138.
- Hirschi, A. (2012). Career adaptability development in adolescence: Multiple predictors and effect on sense of power and life satisfaction. *Journal of Vocational Behavior*, 80(3), 555-564.
- Hirschi, A. (2019). Career adaptability and its associations with personality traits and socio-demographic variables in adulthood. *Journal of Vocational Behavior*, 110, 362-373.

- Holmström, B. (1999). Managerial incentive problems: A dynamic perspective. *Review of Economic Studies*, 66(1), 169-182.
- Johnston, C. S., & Stewart, E. A. (2010). Predictors of career adaptability among college students. *Journal of Career Assessment*, 18(3), 292-305.
- Kaufmann, A. and Gupta, M.M. (1991) *Introduction to Fuzzy Arithmetic Theory and Applications*. New York: Van Nostrand Reinhold.
- Lazear, E. P. (1995). *Personnel economics*. MIT press.
- Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of Counseling Psychology*, 60(4), 557-568.
- Mohamed, N., Mustaki, M., Syed Yusuf, S. N., & Zakaria, M. (2018). Management control system in Asnaf Entrepreneurship Development Program by Lembaga Fakir Selangor, *Jurnal Pengurusan*, 53, 1-16.
- Porfeli, E. J., & Savickas, M. L. (2016). Career adapt-abilities scale—USA form: Psychometric properties and relation to vocational identity. *Journal of Vocational Behavior*, 95-96, 147-158.
- Prendergast, C. (1999). The provision of incentives in firms. *Journal of Economic Literature*, 37(1), 7-63.
- Rençber, I., & Paşaoğlu Baş, D., (2023). Linking perceived social support, career adaptability, and innovative behavior: A two-wave study. *Career Development Quarterly*, vol.71, no.3, 162-174.
- Saad, Abdo Yousef Qaid & Al Foori, Alya Mubarak (2020). Zakat and Tax: A Comparative Study in Malaysia. *International Journal of Innovation, Creativity and Change*. 10(12), 140-151,
- Savickas, M. L. (1997). Career adaptability: An integrative construct for life-span, life-space theory. *Career Development Quarterly*, 45(3), 247-259.
- Savickas, M. L. (2005). The theory and practice of career construction. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 42-70). John Wiley & Sons.
- Savickas, M. L. (2013). Career construction theory and practice. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work (2nd ed., pp. 147-183)*. Hoboken, NJ: Wiley.
- Savickas, M. L. (2013). Career counseling. American Psychological Association.
- Savickas, M. L., & Porfeli, E. J. (2012). Career adapt-abilities scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of Vocational Behavior*, 80(3), 661-673.

- Sengeh, D., & Winthrop, R. (2022). Transforming Education Systems: Why, What, and How. Policy Brief. *Center for Universal Education at The Brookings Institution*.
- Solahuddin, Abdul Hamid & Mohd Liki, Hamid (2020). Zakat and The Empowerment of The Hardcore Poor In The 21<sup>st</sup> Century. *Journal of Critical Reviews*. 7(5), 136-139
- Super, D.E (1972) Vocational development theory: Persons, positions, and processes. *Perspectives n Vocational Development*. Washington: American Personnel and Guidance Association
- Van Niekerk, A. J. (2020). Inclusive Economic Sustainability: SDGs and Global Inequality. *Sustainability* 12, no. 13: 5427. <https://doi.org/10.3390/su12135427>
- Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. *Academy of Management Review*, 26(2), 179-201.





## GUIDELINES FOR AUTHORS

*Intellectual Discourse* is an academic, refereed journal, published twice a year. Four types of contributions are considered for publication in this journal: major articles reporting findings of original research; review articles synthesising important deliberations related to disciplines within the domain of Islamic sciences; short research notes or communications, containing original ideas or discussions on vital issues of contemporary concern, and book reviews; and brief reader comments, or statements of divergent viewpoints.

**To submit manuscript**, go to <http://www.iium.edu.my/intdiscourse>

The manuscript submitted to *Intellectual Discourse* should not have been published elsewhere, and should not be under consideration by other publications. This must be stated in the covering letter.

1. Original research and review articles should be 5,000-8,000 words while research notes 3,000-4,000 words, accompanied by an abstract of 100-150 words. Book review should be 1,000-1,500 words.
2. Manuscripts should be double-spaced with a 1-inch (2.5 cm) margins. Use 12-point Times New Roman font.
3. Manuscripts should adhere to the *American Psychological Association* (APA) style, latest edition.
4. The title should be as concise as possible and should appear on a separate sheet together with name(s) of the author(s), affiliation(s), and the complete postal address of the institute(s).
5. A short running title of not more than 40 characters should also be included.
6. Headings and sub-headings of different sections should be clearly indicated.
7. References should be alphabetically ordered. Some examples are given below:

### **Book**

In-text citations:

Al-Faruqi & al-Faruqi (1986)

Reference:

Al-Faruqi, I. R., & al-Faruqi, L. L. (1986). *The cultural atlas of Islam*. New York: Macmillan Publishing Company.

## **Chapter in a Book**

In-text:

Alias (2009)

Reference:

Alias, A. (2009). Human nature. In N. M. Noor (Ed.), *Human nature from an Islamic perspective: A guide to teaching and learning* (pp.79-117). Kuala Lumpur: IIUM Press.

## **Journal Article**

In-text:

Chapra (2002)

Reference:

Chapra, M. U. (2002). Islam and the international debt problem. *Journal of Islamic Studies*, 10, 214-232.

## **The Qur'ān**

In-text:

(i) direct quotation, write as 30:36

(ii) indirect quotation, write as Qur'ān, 30:36

Reference:

*The glorious Qur'ān*. Translation and commentary by A. Yusuf Ali (1977). US: American Trust Publications.

## **Ḥadīth**

In-text:

(i) Al-Bukhārī, 88:204 (where 88 is the book number, 204 is the ḥadīth number)

(ii) Ibn Hanbal, vol. 1, p. 1

Reference:

(i) Al-Bukhārī, M. (1981). *Ṣaḥīḥ al-Bukhārī*. Beirut: Dār al-Fikr.

(ii) Ibn Ḥanbal, A. (1982). *Musnad Aḥmad Ibn Ḥanbal*. Istanbul: Cagri Yayinlari.

## **The Bible**

In-text:

Matthew 12:31-32

Reference:

*The new Oxford annotated Bible*. (2007). Oxford: Oxford University Press.

Transliteration of Arabic words should follow the style indicated in ROTAS Transliteration Kit as detailed on its website ([http://rotas.iium.edu.my/?Table\\_of\\_Transliteration](http://rotas.iium.edu.my/?Table_of_Transliteration)), which is a slight modification of ALA-LC (Library of Congress and the American Library Association) transliteration scheme. Transliteration of Persian, Urdu, Turkish and other scripts should follow ALA-LC scheme.

Opinions expressed in the journal are solely those of the authors and do not necessarily reflect the views of the editors, or the publisher. Material published in the *Intellectual Discourse* is copyrighted in its favour. As such, no part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, or any information retrieval system, without permission in writing from the publisher.

IIUM Press (Marketing Unit)  
Research Management Centre  
International Islamic University Malaysia  
P.O. Box 10, 50728 Kuala Lumpur, Malaysia  
Phone (+603) 6196-5014, Fax: (+603) 6196-4862  
E-mail: [intdiscourse@iium.edu.my](mailto:intdiscourse@iium.edu.my); [intdiscourse@yahoo.com](mailto:intdiscourse@yahoo.com).  
Website: <http://iiumpress.iium.edu.my/bookshop>



# In This Issue

## *Note from the Editor*

### *Research Articles*

**Juliana Abdul Wahab, Azmil Tayeb & Syaza Fuhat**

Media Framing in a Changing Political Landscape:  
Astro Awani's Political News Coverage of Post-HAWANA 2022

**Hassan Suleimān, Alwi Alatas, Abdul Bāri Bin Awang &  
Mohd. Afandi Bin Awang Hamat**

Learning Beneficial Worldly Knowledge:  
Between Islamic and Boko Harām Perspectives

**Ahmad Farouk Musa**

Remembering Muhammad Asad:  
The Modernist Reformer of the 20th Century

**Goh Hong Lip, Lee Pei May & Loo Wai Hong**

Between Awareness and Visibility: A Google Trends (GT) Analysis  
of Malaysia-China Kuantan Industrial Park (MCKIP), East Coast  
Rail Link (ECRL) and Kuantan Port (2013-2024)

**Ahmad Rosli Mohd Nor, Mohd Faizal P. Rameli, Abdul Azim Akbar,  
Nor Aziera Mohamad Rohana & Muhd Khudri Johari**

Enhancing Career Performance: Key Factors in  
Career Adaptability Among Aşnāf Faqīr

**Saheed Abdullahi Busari, Kazeem Akeem Olayinka,  
Akhtarzaite Binti Abdul Aziz & Habeebullah Zakariyah**

Islamic Wealth Management: A Bibliometric Analysis  
of Major Dimensions and Future Research Plan

**Azam Othman, Nik Md. Saiful Azizi Nik Abdullah, Norbaiduri Ruslan,  
Mohamad Sahari Nordin & Shahrul Fhaizal Shabu**

Development and Validation of a Tahfiz School Performance Index

### *Research Note*

**Tahsina Nasir**

Reframing the Narrative: Challenging Eurocentrism in Modern  
World Economic Historiography

### *Book Review*

ISSN 0128-4878 (Print)

ISSN 2289-5639 (Online)

