A STUDY OF STUDENT SATISFACTION IN RELATION TO NON ACADEMIC STAFF BEHAVIOUR IN UITM PAHANG (JENGKA CAMPUS)

ZAID BIN MAT YUSOP

UNIVERSITI UTARA MALAYSIA 2011

A STUDY OF STUDENT SATISFACTION IN RELATION TO NON ACADEMIC STAFF BEHAVIOUR IN UITM PAHANG (JENGKA CAMPUS)

A thesis submitted to the College of Business in partial fulfillment of the requirements for the degree Master of Science (Management)

Universiti Utara Malaysia

By:

ZAID BIN MAT YUSOP

805530

©Zaid Bin Mat Yusop, 2011. All rights reserved.

PERMISSION TO USE

In presenting this thesis in partial fulfilment of the requirement for a postgraduate degree from Universiti Utara Malaysia, I agree that the University Library may make it freely available for inspection. I further agree that permission for copying this thesis in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor or, in his absence, by the Assistant Vice Chancellor. It is also understood that due recognition shall be given to me and Universiti Utara Malaysia for any scholarly use which may be made of any material from my thesis.

Request for permission to copy or make other use of materials in this thesis, in whole part, should be addressed to:

Assistant Vice Chancellor Universiti Utara Malaysia 06010 UUM Sintok Kedah Darul Aman Malaysia

ABSTRACT

The purpose of this research is to empirically determine what the behaviors of nonacademic staff of UiTM that leads to students' satisfaction. The objectives of conducting this research are to identify the factors that influence students' satisfaction as regard to behavior of non academic staff, to identify the current level of students' satisfaction towards non academic staff behavior and to provide recommendations on how to make satisfied students. Researcher had identified two criteria that lead to students' satisfaction namely responsiveness and courtesy. The respondents of this research are the students from UiTM Pahang (Jengka Campus). The methods used by the researcher to analyze the data are Reliability Testing, Respondent Profile and Frequency Analysis. The result that the researcher found from this research is students are really not satisfied with responsiveness showed by non academic staff. Non academic staff must improve this attribute in order to gain students satisfaction.

ABSTRAK

Tujuan kajian ini dibuat ialah untuk menentukan sama ada tingkah laku staf bukan akademik di UiTM Pahang akan mendorong kepuasan hati pelajar UiTM Pahang kampus Jengka. Antara objektif kajian ini ialah untuk mengenalpasti faktor-faktor yang mempengaruhi kepuasan hati pelajar terhadap tingkah laku staf bukan akademik UiTM Pahang, untuk mengenalpasti tahap kepuasan hati pelajar terhadap staf bukan akademik UiTM Pahang dan memberikan cadangan untuk meningkatkan pelajar kepuasan hati pelajar UiTM Pahang kampus Jengka. Penyelidik telah mengenalpasti dua kriteria iaitu bertindak balas dengan cepat dan baik dan kesopanan dimana criteria ini akan menentukan sama ada pelajar berpuas hati atau tidak mengenai perkhidmatan yang diberikan oleh staf bukan akademik. Cara yang digunapakai untuk menganalisa data ialah ujian keberkesanan, latar belakang responden dan jugan analisis kekerapan. Keputusan yang didapati hasil kajian ini ialah pelajar UiTM Pahang (kampus Jengka) kurang berpuas hati mengenai tindak balas yang ditunjukkan oleh staff bukan akademik. Justeru, staf yang terbabit mestilah berusaha untuk mencapai tahap kepuasan pelanggan (pelajar) agar imej dan kredibiliti seseorang staff bukan akademik tidak terjejas.

ACKNOWLEDGMENTS

"In the name of Allah, the Merciful, the Most Beneficent"

First of all, thank to Allah S.W.T. for the blessing and empowering me to the success of completion in this project paper. Without His Gracious and Mercifulness, this project may not be completed on time.

I would like to thank my respectable advisor, Dr. Muhammad Nasri Bin Md Hussain for his guidance, helpful comments, continuous support and general supervision in preparing of this whole project paper.

I also would like to express my highest gratitude to students of UiTM Pahang (Jengka Campus) for their cooperation and guidance in providing the information needed.

Last but not least, I would like to extend my great appreciation to all people who have been kind enough to give valuable assistance, especially to classmates, friends and colleagues for their encouragement, moral support and inspiration during the writing of this project paper. I am very grateful.

Thank you.

TABLE OF CONTENTS

PERMISSION TO USE	i
ABSTRACT	ii
ABSTRAK	iii
ACKNOWLEDGMENTS	iv
TABLE OF CONTENTS	v
LIST OF TABLES	viii
LIST OF FIGURES	Х

1.0 CHAPTER ONE: INTRODUCTION

1.1.	Short Brief about UiTM Pahang	1
1.2.	Background of Study	2
1.3.	Problem Statement	3
1.4.	Research Questions	7
1.5.	Research Objectives	7
1.6.	Limitations of Study	7

2.0 CHAPTER TWO: LITERATURE REVIEW

2.1.	Problem Statement	9
2.2.	Customer or Student Satisfaction	9
2.3.	Expectations Employee and Behaviour or Attitude	11
	2.3.1 Responsiveness and Courtesy / Assurance	12
2.4.	Support Staff and Front-Line Staff	14

2.5.	Service Encounter or Moment of Truth	15
2.6.	TQM in Higher Education	16
	2.6.1 Definition of Service	16
	2.6.2 Total Quality Management (TQM)	17

3.0 CHAPTER THREE: RESEARCH METHODOLOGY

3.1.	Introduction	20
3.2.	Theoretical Framework	20
3.3.	Data Collection Method	21
	3.3.1 Primary Data	21
	3.3.2 Secondary Data	21
3.4.	Population	21
3.5.	Sampling	22
	3.5.1 Sampling Frame	22
	3.5.2 Sampling Technique	22
	3.5.3 Sampling Size	22
3.6.	Questionnaire Design	23
	3.6.1 Structured Questions	23
	3.6.2 Likert Scale	23
	3.6.3 Multiple Choices	23
3.7.	Data Analysis and Interpretation	24
	3.7.1 SPSS	24

4.0 CHAPTER FOUR: FINDINGS

4.1.	Reliability Testing	25
------	---------------------	----

4.2.	Respondents Profile	25
4.3.	Frequencies Analysis	27
	4.3.1 Responsiveness	27
	4.3.2 Courtesy	30
	4.3.3 Student Satisfaction	33
	4.3.4 Level of Student Satisfaction	35

5.0 CHAPTER FIVE: CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion	46
5.2. Recommendations	47
BIBLIOGRAPHY	50

APPENDIX 1: QUESTIONNAIRE	52
APPENDIX I: QUESTIONNAIRE	52

LIST OF TABLES

	Page
TABLE 1.1: FREQUENCY OF COMPLAINTS DURING SEMESTER JULY – NOVEMBER 2010	5
TABLE 1.2: TYPES OF COMPLAINTS TOWARDS STAFF BASED ON DEPARTMENT	6
TABLE 4.1: RELIABILITY STATISTICS	25
TABLE 4.2: GENDER	25
TABLE 4.3: AGE	26
TABLE 4.4: STUDY MODE	26
TABLE 4.5: MARITAL STATUS	26
TABLE 4.6: LEVEL OF STUDY	26
TABLE 4.7: COURSES	27
TABLE 4.8: CURRENT YEAR OF STUDY	27
TABLE 4.9: THE PERCENTAGE OF STUDENT SATISFACTION, SAMPLING STATISTICS AND RANK OF RESPONSIVENESS	30
TABLE 4.10: THE PERCENTAGE OF STUDENT SATISFACTION, SAMPLING STATISTICS AND RANK OF COURTESY	33
TABLE 4.11: THE PERCENTAGE OF STUDENT SATISFACTION, SAMPLING STATISTICS AND RANK OF STUDENT SATISFACTION	35
TABLE 4.12: CURRENT LEVEL OF STUDENT SATISFACTION	36
TABLE 4.13: CORRELATION COEFFICIENT (ADOPTED FROM DAVIS, 1971)	36
TABLE 4.14: FACTORS THAT INFLUENCE STUDENTS' SATISFACTION	37
TABLE 4.15: BIVARIATE CORRELATION BETWEEN BC AND SS1	39

TABLE 4.16: BIVARIATE CORRELATION BETWEEN BC AND SS2	41
TABLE 4.17: BIVARIATE CORRELATION BETWEEN BC AND SS2	43
TABLE 4.18: BIVARIATE CORRELATION BETWEEN BC AND SS2	45

LIST OF FIGURE

Page

FIGURE 3.1: SCHEMATIC DIAGRAM OF THEORETICAL	20
FRAMEWORK	

CHAPTER ONE

INTRODUCTION

1.1 Short Brief about UiTM Pahang

The ground breaking ceremony of the estimated RM26 million permanent campus for ITM Pahang was done by the Menteri Besar Y.B. Dato Seri Haji Khalil Yaakob on 22 August 1988. The state government of Pahang had allocated 1000 acres of land in Bandar Pusat Jengka, in the Maran district, to be the site for the permanent campus to be built. The campus was built in two phases, the initial phase to accommodate 2500 students and eventually the campus, with its full facilities and infrastructure, to be able to accommodate 4500 students. The land allotment for the campus was divided into a 60:40 ratio, whereby 40 percent of the land would go for development areas, whereas the remaining 60 percent would be utilized for agricultural purposes.

The construction of the new site started in 1988 and amidst the economic crisis which saw the project halted for awhile, was finally completed in 1992. The gradual transfer of UiTM Pahang from Kuantan to Jengka was completed in 1993, thus marking a new era in its history.

On the 13 August 1996, the campus was officially declared as another branch of ITM. The new campus was officiated by then Minister of Education Dato' Seri Najib Tun Abdul Razak. The presence of Dato' Seri Najib Tun Abdul Razak to officiate the ceremony was of great significance as he had officiated the first temporary campus in

The contents of the thesis is for internal user only

BIBLIOGRAPHY

- Banwet, D.K., & Datta, B. (2003). A study of the effect of perceived lecture quality on post-lecture intentions. *Work Study*, 52(5), 234-243.
- Brainard, J., Fain, P. & Masterson, K. (2009). Support-Staff Jobs Double in 20 Years, Outpacing Enrollment.
- Brown, R.M., & Mazzarol, T.W. (2008). The importance of institutional image to student satisfaction and loyalty within higher education. *High Education*, 58, 81-95.
- Bryman, A. & Bell, E. (2003). Business Research Method. New York: Oxford University Press.
- Davis, J.A (1971). Elementary survey analysis. New York: Prentice Hall.
- Douglas, J., Douglas, A., & Barnes B. (2006). Measuring Student Satisfaction at a UK University. *Quality Asurance in Education*, 14(3), 251-267.
- Douglas, J., McClelland, R., & Davies, J. (2008). The development of a conceptual model of student satisfaction with their experience in higher education. *Quality Assurance in Education*, *16*(1), 19-35.
- Forza, C., & Filippini, R. (1998). TQM impact on quality conformance and customer satisfaction: A causal model. *International Journal of Production Economics*. 55, 1-20.
- Gil, I., Berenguer, G., & Cervera, A. (2007). The role or service encounters, service value, and job satisfaction in achieving customer satisfaction in business relationship. *Industrial Marketing Management*, *37*, 921-939.
- Hill, F.M. (1995). Managing service quality in higher education: the role of the student as primary consumer. *Quality Assurance in Education*, 3(3), 10-21.
- Koh, H.C., & Boo, E.H.Y. (2004). Organisational ethics and employee satisfaction and commitment. *Management Decision*, 42(5), 677-693.
- Lagrosen, S., Hashemi, R.S., & Leitner M. (2004). Examination of the dimensions of quality in higher education. Quality Assurance in Education, 12(2), 61-69.
- Lakhe, R.R., & Mohanty, R.P. (1995). Understanding TQM in service systems. International Journal of Quality & Reliability Management, 12(9), 139-153.
- Lomas, L. (2004). Embedding quality: the challenges for higher education. *Quality* Assurance in Education, 12(4), 157-165.
- Mahmud, Z. (2008). Handbook of research methodology. University Publication Centre (UPENA).

- Martin, A. (2008). Service climate and employee well being in higher education. Journal of Management and Organization, 14, 155-167.
- Mizikaci, F. (2006). A systems approach to program evaluation model for quality in higher education. *Quality Assurance for Education*, 14(1), 37-53.
- Osoian, C., Nistor, R., Zaharie, M., & Flueras, H. (2010, n.d.). *Improving higher education through students satisfaction surveys*. Paper presented at the 2010 2nd International Conference on education Technology and Computer (ICETC).
- Qureshi, T.M., Shaukat, M.Z., & Hijazi, S.T. (2010). Service quality SERVQUAL model in higher educational institutions, what factors are to be considered?. *Interdisciplinary Journal of Contemporary Research in Business*, 2(5) 281-290.
- Robbins, S.P. & Judge, T.A (2011). Organizational behavior. New Jersey: Pearson Education
- Saginova, O. (n.d.). Enhancing students' satisfaction with their university experience in transition economies. *Development of Competencies in the World of Work and Education*.
- Sahney, S., Banwet, D.K., & Karunes, S. (2004). A SERVQUAL and QFD approach to total quality education: A student perspective. *International Journal of Productivity and Performance Management*, 53(2), 143-166.
- Sakthivel, P.B., Rajendran, G., & Raju, R. (2005). TQM IMPLEMENTATION: TQM implementation and students' satisfaction of academic performance. *The TQM Magazine*, *17*(6), 573-589.
- Sekaran, U. (2005). *Research methods for business: a skill building approach* (4th ed). John Wiley & Sons, Inc.
- Sekaran, Uma. (2003). "*Research methods for business: a skill building approach*". 4th Edition. New York. NY: John Wiley & Sons.
- Ugboro, I.O., & Obeng, K. (2000). Top management leadership, employee empowerment, job satisfaction, and customer satisfaction in TQM organizations: an empirical study. *Journal of Quality Management*. 5, 247-272.
- Voon, B.H. (2006). Linking a service-driven market orientation to service quality. *Managing Service Quality*, 16(6), 595-619.

Zikmund W. G. (1988), Business Research Methods, the Dryden Press, 2nd Ed.

UiTM Pahang E-Complaint. Retrieved December 8, 2010, from http://www2.pahang.uitm.edu.my/aduanpelanggan/listComplaintAyearly.php?y =2010 http://www2.pahang.uitm.edu.my/aduanpelanggan/listComplaintByearly.php?y =2010