

**JOB STRESS AMONG UNSKILLED WORKERS IN
PLANTATION DIVISIONS AT SIME DARBY PLANTATION
SDN BHD**

**By
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PLANTATION DIVISIONS AT SIME DARBY PLANTATION
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ABSTRAK

Kajian ini meneliti dan memberi gambaran keseluruhan sebab dan akibat tekanan kerja, dan mekanisme menangani pelbagai tekanan kerja di kalangan sampel rawak 108 pekerja di bahagian perladangan Sime Darby Plantation Sdn Bhd. Analisis deskriptif telah digunakan untuk memberikan maklumat dan untuk menentukan jumlah varians dalam tahap tekanan kerja. Pemeriksaan melalui kritikal sastera (literature review) menyediakan rangka kerja konsep bagi memahami punca-punca tekanan kerja.

Kaedah penyelidikan yang digunakan untuk kajian ini bergantung dan merujuk kepada jurnal, artikel dari majalah dan surat khabar, dan internet yang lain yang digunakan. Soalan Penyelidikan menganalisa;

1. Apakah ciri-ciri demografi meramalkan perbezaan dalam tahap tekanan kerja di kalangan pekerja tidak mahir ?
2. Apakah tahap dan punca stres kerja di kalangan pekerja tidak mahir ?
3. Apakah tindakan pekerja dan usaha organisasi untuk mengelakkan tekanan kerja?

Hasil penyelidikan tidak mengejutkan. Peserta dilihat mendapat tekanan kerja yang berkaitan dengan perkembangan terbaru yang dibuat oleh organisasi dan kekurangan sokongan. Penyelidikan ini, dengan sokongan dari majikan, pekerja dan tanggungjawab untuk mengenal pasti tanda-tanda awal tekanan dan memberikan tahap yang berkesan menangani tekanan kerja. Kerjasama seperti ini dapat membantu dalam mencegah masalah yang dihadapi oleh pekerja .

ABSTRACT

This study examined and overview of the causes and consequences of job stress, and of various coping mechanisms among a random sample of 108 of workers at the plantation division of Sime Darby Plantation Sdn Bhd. The descriptive analysis was used to provide information and to determine the amount of variance in job stress levels. A critical examination of literature provides a conceptual framework for understanding the causes of job stress.

The research method used for this study relied exclusively on journals, articles from magazines and newspapers, and other applied internet. Research questions were asked;

1. What demographic characteristic predict differences in level of job stress among unskilled workers?
2. What is the level and causes of job stress among unskilled workers?
3. What are worker's actions and organizational's effort to prevent the job stress?

Research results were not surprising. Participants perceived job stress related to latest development made by organization and lack of support. This research, with support from substantial of evidence, employer and employees should share responsibility for identifying early signs of stress and developing effective coping mechanisms. Such cooperation can assist in preventing a clearly urgent problem.

DEDICATIONS

I would like to take this opportunity to thank my family for their support and encouragement

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CHAPTER 1

INTRODUCTION

1.0 General Overview

The creation of a work environment, either modern or traditional, that is motivating and conducive to involvement, can be seen as vital to an organization's ability to establish a competitive advantage. How employees' interpret the organization environment has an effect on their attitude, motivation, performance and well being (Brown & Leigh, 1996)

The nature of work has changed in recent decades due to industrial restructuring, technological advancements, economic recessions and increasing global competition. As a consequence, many of the fundamental conditions underlying the organization of work have changed.

An individual's attitude, behavior and health are all affected by how that individual experiences his or her surroundings. Such attitudes often lean in a definite direction, such as in favour of or against the object. Thus, regardless of how the work environment is experienced, together with attitude towards work, would have consequences for both employees and the organization.

Today, in a rapid, evolving and diverse society, workplace changes occur virtually overnight. Organization and their employees need to be able to adjust quickly to an ever-changing world. This research has, therefore, deliberately chosen to identifying causes that can lead to job stress among unskilled workers in plantation divisions.

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