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**THE OCCUPATIONAL STRESS AMONG ACADEMIC
STAFF AT UNIVERSITI MALAYSIA PERLIS
(UniMAP)**

By

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ABSTRAK

Tujuan kajian ini ialah untuk menilai, meneliti dan mendapatkan pemahaman yang lebih baik tentang factor yang mempengaruhi tekanan kerja di kalangan kakitangan akademik di Universiti Malaysia Perlis (UniMAP). Sejumlah 129 kakitangan akademik Universiti Malaysia Perlis (UniMAP) telah mengambil bahagian dalam kajian ini. Data yang telah dikumpul melalui soal selidik telah dianalisis dengan menggunakan SPSS Versi 1.7. Seluruh analisis SPSS mendapati terdapat hubungan antara dua pembolehubah tidak bersandar iaitu keletihan emosi dan kemahiran pemantauan diri dengan pembolehubah bersandar iaitu tekanan kerja dikalangan kakitangan akademik. Di dalam dua pemboleh tidak bersandar itu, kemahiran pemantauan diri telah banyak mempengaruhi tekanan kerja dikalangan kakitangan akademik di Universiti Malaysia Perlis (UniMAP). Justeru itu, beberapa kaedah serta cadangan telah diketengahkan kepada pihak Universiti Malaysia Perlis (UniMAP) untuk diberi penambahbaikan bagi mengatasi masalah tekanan kerja dikalangan kakitangan akademik di Universiti Malaysia Perlis (UniMAP).

ABSTRACT

The purpose of this study is to examine and gain a better understanding of the drivers that influence the occupational stress among academic staff at Universiti Malaysia Perlis (UniMAP). 129 academic staff of Universiti Malaysia Perlis (UniMAP) were participated in this study. Data were gathered through questionnaire analyzed by using the Statistical Package for Social Science (SPSS) 1.7 Version. Throughout the statistical analysis – correlation analysis, it is found that there is a significant relationship between these two independent variables namely as emotional exhaustion and self-monitoring skills with the dependent variable – occupational stress. Among these two independent variables, self-monitoring skills is having a high impact drivers influencing the occupational stress among academic staff at Universiti Malaysia Perlis (UniMAP). Based on these findings, recommendations and suggestions were made to Universiti Malaysia Perlis (UniMAP).

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Occupational stress is a growing problem worldwide, which result is substantial costs to employees and organizations (Cotton & Hart, 2003). Human beings have learnt their lessons of coping with these multitude waves of changes to ensure their future survival. This condition of inability copes with the environmental changes, have caused a new phenomenon called 'stress'. Stress is simply a consequent of a disturbance to the equilibrium state that existed previously. In the new millennium, stress has become a common and serious problem faced by almost everyone at one point of time or the other. This problem has become so common both in developed and developing countries that people have called it 'the third wave plague' (Sutherland & Cooper, 1990).

Stress in workplace, particularly is reported to be on the rise in many countries. It is the major issue that many labor unions are making big hues and cry, so that respective authorities will take appropriate actions to safeguard the workers' welfare. The Industrial Society, a London-based research and advocacy organization on employment issues, surveyed nearly 500 human resource specialists and found that

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