

**DETERMINANTS OF PUBLIC SERVANT INCOME MANAGEMENT**

**By**

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## **ABSTRACT**

The study was conducted to analyse the determinants of public servant income management. Three independent variables were identified namely attitude towards money, financial capability and debt management while the dependent variable was financial wellbeing of public servants. Self-administered questionnaires were distributed to 341 respondents in Putrajaya. Of these, 270 were returned giving a return rate of 79% of the whole targeted respondents. The Pearson's Correlation and multiple regression tests were used to identify the relation and influence of attitude towards money, financial capability and debt management towards financial wellbeing. The result of the correlation analysis suggested that attitude towards money, financial capability and debt management is correlated to the financial wellbeing of public servants. The multiple regression results indicated that there is a positive influence between attitude towards money and financial capability with financial wellbeing of public servants. However, debt management shows no significant influence on the financial wellbeing of the public servants. Based on the results, some recommendations are proposed and the limitations of the study discussed. These should provide opportunity for further research.

**Keywords:** Attitudes Towards Money, Financial Capability, Debt Management, Financial Wellbeing, Income Management, Public Servants

## ABSTRAK

Kajian ini dilaksanakan untuk mengkaji faktor-faktor penentu kepada pengurusan pendapatan Penjawat Awam. Tiga pemboleh ubah tidak bersandar telah dikenalpasti iaitu sikap terhadap wang, keupayaan kewangan dan pengurusan hutang manakala pemboleh ubah bersandar bagi kajian ini ialah kesejahteraan kewangan. Borang soal selidik telah diedarkan kepada 341 responden penjawat awam di Putrajaya dan telah mendapat pulangan semula sebanyak 270, iaitu sebanyak 79% daripada keseluruhan sasaran responden. Ujian Korelasi Pearson dan regresi berganda telah digunakan untuk mengenalpasti hubungan dan pengaruh sikap terhadap wang, keupayaan kewangan dan pengurusan hutang terhadap kesejahteraan kewangan. Keputusan ujian korelasi mencadangkan sikap terhadap wang, keupayaan kewangan dan pengurusan hutang mempunyai hubungan terhadap kesejahteraan kewangan. Manakala ujian regresi berganda mendapati sikap terhadap wang dan keupayaan kewangan mempunyai pengaruh yang positif terhadap kesejahteraan kewangan manakala pengurusan hutang menunjukkan tiada pengaruh pembolehubah tersebut terhadap kesejahteraan kewangan. Berdasarkan keputusan tersebut, beberapa cadangan telah dikemukakan beserta limitasi kajian yang menyediakan peluang untuk kajian pada masa hadapan.

**Kata kunci:** Sikap Terhadap Wang, Keupayaan Kewangan, Pengurusan Hutang, Kesejahteraan Kewangan, Pengurusan Pendapatan, Penjawat Awam

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## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 Background of Study**

Income management by the general population has been a subject of continual discussion throughout the slow economic downturn that this country has been facing in recent years. A study in the United States by Becker and Shabani (2010) found that, many households accumulate debt from a variety of sources including mortgages, student loans and consumer debt. Many Malaysian consumers seem to display excessive buying behavior, commonly known as ‘compulsive buying’. Easy availability of credit and compulsive buying has led to many adverse consequences such as addiction to shopping and excessive debt (Zafar, Ishak, Sadiq, Ibrahim & Hasbalaila, 2010).

According to statistics from Malaysia Department of Insolvency, there were 60 Malaysians declaring bankruptcy every day and 19,575 were categorized bankrupt in 2012 alone. Based on this data, there is growing concern in Malaysia about income management especially in household debt and overall financial wellbeing of Malaysians. According to Casey (2004) financial literacy or knowledge has been identified as one of the factors and the reason why a person would get into a financial problem.

In the public sector, civil servants’ salary scheme is determined by the government. Civil servants are a large group of employees who are in the labor force in Malaysia. The salary of

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