

MEDIATING EFFECT OF JOB STRESS ON JOB
SATISFACTION AMONG LECTURERS

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MEDIATING EFFECT OF JOB STRESS ON JOB SATISFACTION AMONG
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ABSTRACT

Job stress is a critical disease caused by conditions in the workplace that negatively affect an individual's performance and overall well-being of his body and mind. This project paper examines the mediating effect of job stress on job satisfaction among lecturers. The objective is to determine the level and relationship job stress on job satisfaction among lecturers. Besides that, data were gathered through questionnaires and was being analyzed using Statistical Package for Social Science (SPSS) version 16 and Smart PLS. Throughout the bootstrapping result on direct relationship between variables stated that time pressure and interruption only have the direct relationship to job satisfaction, but not on workload. The bootstrapping result also shows that time pressure and interruption do not have the direct relationship to job satisfaction but workloads have the direct relationship. The workload has a mediating effect of job stress on job satisfaction. For the recommendation, future researcher may investigate this study and target for a bigger population. As a conclusion, the results of this project paper were shown that there is a significant relationship between job stress and the job satisfaction.

ABSTRAK

Tekanan kerja adalah penyakit kritikal disebabkan oleh keadaan di tempat kerja yang memberikan kesan negatif terhadap prestasi individu dan kesejahteraan keseluruhan badan dan fikiran. Kertas projek mengkaji kesan pengantara tekanan kerja terhadap kepuasan kerja di kalangan pensyarah. Faktor-faktor yang menyumbang kepada tekanan kerja di dalam kertas projek ini termasuk beban kerja, tekanan masa dan gangguan. Tujuannya adalah untuk mengetahui aras hubungan tekanan kerja utama kepada kepuasan kerja di kalangan pensyarah. Data dikumpulkan melalui soal selidik dan dianalisis dengan menggunakan Pakej Statistik untuk Sains Sosial (SPSS) versi 16 dan Smart PLS. Terdapat hubungan langsung antara pembolehubah di antara tekanan masa dan gangguan kepada kepuasan kerja tetapi tidak untuk beban kerja . Bagi tekanan masa dan gangguan pula tidak mempunyai hubungan langsung kepada kepuasan kerja tetapi beban kerja mempunyai hubungan langsung. Beban kerja mempunyai kesan pengantara tekanan kerja terhadap kepuasan kerja tetapi tidak bagi tekanan masa dan gangguan. Untuk cadangan, penyelidik masa depan boleh melakukan penyiasatan bagi populasi yang lebih besar. Kesimpulannya, keputusan kertas projek ini telah menunjukkan bahawa terdapat hubungan yang signifikan di antara tekanan kerja dan kepuasan kerja.

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CHAPTER 1

INTRODUCTION

This chapter outlines the background of the study, problem statement, research questions, research objectives and significance of the study. Next, the scope and limitations of the study and organization of the project paper will be discussed. At the last part in this chapter, a brief description of the purpose of the remaining chapters is presented.

1.1 Background of the Study

Today, human lifestyle is very complex and high in challenges compared to the previous lifestyle which was stress less. People nowadays are dealing with daily stress which led by their work. Work is an important aspect in people's life and behaviour. Dealing with job stress is not simply a matter of eliminating the source of harm and sometimes it could cause another hazards. Some of the stresses lead to the negative effects but some of the stresses affect people in a good way.

Stress can occur in any type of job. There are also many types of stress for instance managerial stress, stress and burnout, technical stress, mental stress and many others. Houndmont, Cox, and Griffiths, (2010) job stress can be defined as pressures and demands put on employees by the organisation. Most organizations often give a lot of impacts on employees health (Bhagat, Krishnan, Nelson, Leonard, Ford, and Billing, 2010). Stress can affect people in many ways. Positive stress motivates the employees to a better performance and productivity in developing their career. Meanwhile on the

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