SUPERIOR-COLLEAGUES RELATIONSHIP, REWARD, WORK-LIFE BALANCE AND JOB ENGAGEMENT AMONG MALAYSIAN PUBLIC INSTITUTIONS OF HIGHER LEARNING’S LECTURERS IN KELANTAN

By

NORBAIZURA BINTI RAMZI

By

Universiti Utara Malaysia

Thesis Submitted to
School of Business Management,
Universiti Utara Malaysia,
in Partial Fulfillment of the Requirement for the Master of Sciences (Management)
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Nama Penyelia Kedua
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ABSTRACT

This study aims to examine the superior-colleague relationship, appreciation to work/reward, work-life balance and job engagement among higher education lecturers in Kelantan. Based on the existing literature review conducted, a conceptual framework was developed. A social exchange theory was used to explain the relationship among the constructs considered in this conceptual model. The study used a survey design which was aided by the use of questionnaires. A sample of 302 lecturers of Malaysian public institutions of higher learning in Kelantan was drawn through a simple random sampling. Lecturers at Universiti Malaya, Universiti Malaysia Kelantan, Polytechnic, Matriculation and Universiti Teknologi Mara have been chosen as the unit of analysis for this study. The data collected is tested for its reliability, and then further analyzed using bootstrapping to test hypotheses. The researcher used Statistical Package for the Social Science (SPSS) and Partial Least Square (PLS) to test the data. The findings of this study revealed that the superior-colleague relationship has a significant relationship with job engagement. Similarly, reward was found to be significantly related to job engagement. While, work-life balance was not found to be significant to job engagement. Finally, recapitulation of the study, discussion, limitations and suggestions for future research were also highlighted in the study.

Keywords: job engagement, superior-colleague relationship, reward and work-life balance
ABSTRAK


Kata Kunci: penglibatan kerja, hubungan antara pihak atasan - rakan sekerja, ganjaran dan keseimbangan kerja dan kehidupan
ACKNOWLEDGEMENTS

Alhamdulillah with the will of Allah, I have successfully completed this thesis. Without the strength given to me, I would not be able to complete this study on time given. This thesis is prepared to fulfill the partial requirements for the Master Science Management, from School of Business Management, Universiti Utara Malaysia.

First and foremost, I would like to express my profound gratitude and special thanks to Dr. Fais bin Ahmad, my respectable supervisor for this thesis, his guidance, monitoring, drive as well as advice given throughout the preparation of this thesis. And also foremost gratitude goes to my second supervisor, Dr. Munadil K. Faaeq. It would be impossible without the assistance and guidance from the supervisors through their comments and suggestions to complete it. I would like to express my most gratefulness and appreciation towards my supervisors, for their contribution, support and effort in helping me to organize this thesis.

I would like to extend my thanks and gratitude to the management of all Malaysian public institutions of higher learning in Kelantan (UM, UMK, UiTM, Politechnic and Matriculation) for the cooperation that they gave to me to get the data. Also, thanks to all academic staffs in all universities that involved in this study because of their support and commitment in providing valuable information during answering the question given.

I also would like to express my appreciation and special thanks to my parents, Ramzi bin Salleh, Hasiah binti Awang and my family members because of their continued support and encouragement to start and complete this study.

My special thanks go to my entire friends and others for their cooperation, advice and full of support during the study. Lastly, I also appreciate those who have directly or indirectly contributed in making this report possible.

Thank you.
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<td>R</td>
<td>Reward</td>
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<td>WLB</td>
<td>Work-life Balance</td>
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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

This chapter discusses the background of the study, which provides a broad discussion on the scope of the study, research problem as well as the objectives of the study. The researcher focuses on job engagement among the lecturers of Malaysian public institutions of higher learning in Kelantan.

1.2 BACKGROUND TO THE STUDY

The purpose of this research is attempting to study job engagement among lecturers in Kelantan. This research aims to examine the factor that influences job engagement who are working under the same faculty of Malaysian public institutions of higher learning in Kelantan.

Generally, work engagement is a higher level of latent constructs consisting of multiple dimensions, including energy, loyalty, and excitement in his or her task (Bakker et al, 2008; Schaufeli et al, 2002, 2009a, b). Vigor refers “abundant amount of energy and mental resilience while working, the willingness to invest our time and energy in order to complete the task given, and persistence even in the face of difficulties,” while dedication have features by “being strongly engaged in one’s work and experiencing a sense of significance, enthusiasm, inspiration, pride, and challenge,” whereas absorption refers to the “being fully concentrated and happily engrossed in one’s work, whereby time passes quickly and one has difficulties with detaching oneself from work” (Schaufeli et al, 2006, p. 702).
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