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RELATIONSHIP OF JOB SECURITY, JOB STRESS AND ORGANIZATION SUPPORT WITH JOB SATISFACTION AMONG TEACHERS IN SERI MANJUNG SUB DISTRICT, PERAK

By

NUR SYAZWANI BINTI SUHAIMI

Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
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in Partial Fulfillment of the Requirement for the Master of Science (Management)
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This study examines the relationship of job security, job stress and organization support towards job satisfaction of teachers in Seri Manjung, Perak. In addition, this study tries to determine which of the three variables namely job security, job stress and organization support lead more to job satisfaction. Correlation study and proportionate stratified sampling were used in the study. The data were collected from 189 respondents by using a structured questionnaire and then were analyzed using SPSS Version 22.0 software. Results of the study indicate that there is a significant positive relationship between job security and job satisfaction. Results of study also indicate that there is a significant negative relationship between job stress and job satisfaction. Besides that, there is a significant positive relationship between organization support and job satisfaction. Lastly, there is a simultaneous significant influence of job security, job stress and organization support towards job satisfaction. Organization support shows the greater impact on job satisfaction of teachers in Seri Manjung, Perak compare to other variables. The implication of these findings for theoretical and practical aspect is discussed accordingly.

Keywords: Job security, job stress, organization support, job satisfaction, teacher

Kata kunci:
Keselamatan kerja, tekanan kerja, sokongan organisasi, kepuasan kerja, guru
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CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter briefly explains the importance of education and the area being researched which is teacher in the education sector. This chapter also discusses the current education issues including the poor ranking in Programme of International Student Assessment (PISA), juvenile cases among the students in Malaysia, teachers’ misconduct cases and the changes in Malaysian’s education system. In addition, this chapter also highlights background of the study, problem statement, research questions, research objectives, scope of the study, definition of terms in the context of this study, organization of remaining chapters and summary of the chapter.

1.1 Background of the Study

Education has become a must in this modern era where education promises a brighter future, more stable life and contributes to harmony in society. Education system in Malaysia starts with pre-school, primary school, secondary school and finally based on the results of the examination, students will further their education at the university of their choice.

Education is an important element for development in any country and it starts with primary education. Very few people understand the important of primary school but it is the beginning stage in creating a society that is literate. In Malaysia, the literacy rate of the population of age 15 years and above is 94.64% in years 2016 which is slightly better than result in year 2011 with 93.12%. Albeit the statistic has shown that that Malaysia education system has been improved but this country is still
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