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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

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**Thesis Submitted to
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ABSTRACT

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

**HUBUNGAN KESELAMATAN KERJA, TEKANAN KERJA DAN
SOKONGAN ORGANISASI DENGAN KEPUASAN KERJA
DI KALANGAN GURU-GURU DI SERI MANJUNG SUB DAERAH, PERAK**

ABSTRAK

Kajian ini mengkaji hubungan keselamatan kerja, tekanan kerja dan sokongan organisasi terhadap kepuasan kerja guru di Seri Manjung, Perak. Di samping itu, kajian ini cuba untuk menentukan mana satu daripada tiga pembolehubah iaitu keselamatan kerja, tekanan kerja dan sokongan organisasi membawa lebih kepada kepuasan kerja. Kajian korelasi dan pensampelan berstrata berkadar telah digunakan dalam kajian ini. Data yang dikumpulkan dari 189 responden dengan menggunakan soal selidik berstruktur dan kemudian dianalisis dengan menggunakan perisian SPSS Versi 22.0. Keputusan kajian menunjukkan terdapat hubungan positif yang signifikan antara keselamatan kerja dan kepuasan kerja. Hasil kajian juga menunjukkan bahawa terdapat hubungan negatif yang signifikan antara tekanan kerja dan kepuasan kerja. Selain itu, terdapat hubungan positif yang signifikan antara sokongan organisasi dan kepuasan kerja. Akhir sekali, terdapat pengaruh yang signifikan secara serentak antara keselamatan kerja, tekanan kerja dan sokongan organisasi terhadap kepuasan kerja. Sokongan organisasi menunjukkan kesan yang lebih besar terhadap kepuasan kerja guru di Seri Manjung, Perak berbanding pembolehubah lain. Implikasi dapatan ini bagi aspek teori dan praktikal dibincangkan sewajarnya.

Kata kunci:

Keselamatan kerja, tekanan kerja, sokongan organisasi, kepuasan kerja, guru

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LIST OF ABBREVIATIONS

HOT	Higher Order Thinking
PISA	Programme of International Student Assessment
PMR	Penilaian Menengah Rendah
PT3	Pentaksiran Tingkatan 3
SK	Sekolah Kebangsaan
SMK	Sekolah Menengah Kebangsaan
SPSS	Statistical Package for the Social Sciences
UPSR	Ujian Penilaian Sekolah Rendah



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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