



**UNIVERSITI PUTRA MALAYSIA**

***EFFECTS OF SELF-EFFICACY ON RELATIONSHIPS BETWEEN JOB  
STRESSORS AND JOB STRESS AMONG ACADEMICS AT A RESEARCH  
UNIVERSITY***

**MASLINA BINTI MOHAMMED SHAED**

**FPP 2012 36**

**EFFECTS OF SELF-EFFICACY ON  
RELATIONSHIPS BETWEEN JOB STRESSORS  
AND JOB STRESS AMONG ACADEMICS AT A  
RESEARCH UNIVERSITY**

**MASLINA BINTI MOHAMMED SHAED**

**MASTER OF SCIENCE  
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Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfillment of the requirement for the degree of Master of

**EFFECTS OF SELF-EFFICACY ON RELATIONSHIPS BETWEEN JOB STRESSORS AND JOB STRESS AMONG ACADEMICS AT A RESEARCH UNIVERSITY**

By

**MASLINA BINTI MOHAMMED SHAED**

May 2012

**Chair: Associate Professor Rusinah Joned, PhD**

**Faculty: Faculty of Educational Studies**

The main purpose of the study is to examine the effects of task-specific self-efficacy on the relationship between job stressors and job stress of academics.

The study is a quantitative study with correlational research design. The questionnaire used in this study comprised of four sections (respondents' background, job stress, job stressor, and task-specific self-efficacy). The respondents were selected using a stratified random sampling technique and

'drop and pick' method was used for data collection. Out of 160 respondents, 128 respondents completed and returned the questionnaires. Data were analyzed using Pearson product-moment correlation, T-test and hierarchical multiple regression to test the relationships, differences and moderation effects.

The results of the study revealed that majority of the respondents showed a moderate level of job stress. In contrast, a majority of them showed a high level of workload and underutilization skills and high level of task-specific self-efficacy. The analysis of the study indicated that there is a significant difference in job stress based on gender. The correlation analysis showed that role ambiguity, underutilization skills, role conflict, and workload have a positive relationship with job stress. The results of the present study revealed that the predicted moderator of task-specific self-efficacy showed a significant moderation effects on the relationship between job stressors and job stress. Further analysis shows that role conflict and workload have a positive influence in predicting job stress.

The study concludes that task-specific self-efficacy have moderating effects on the relationship between job stressors and job stress. It is recommended that the university management should take actions such as provide an appropriate support for academics and training course to reduce the job stressors that caused on job stress among academics staff. It is also recommended that future research should involve large sample and include more variables such as organizational context, family context, personal characteristics and other related variables to measure on job stress among academics staff in Malaysia.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia  
sebagai memenuhi keperluan untuk ijazah Master Sains

**KESAN-KESAN TERHADAP KEBERKESANAN KENDIRI DALAM  
HUBUNGAN DI ANTARA PUNCA-PUNCA TEKANAN KERJA DAN  
TEKANAN KERJA DALAM KALANGAN PENSYARAH DI UNIVERSITI  
PENYELIDIKAN**

Oleh

**MASLINA BINTI MOHAMMED SHAED**

**Mei 2012**

**Pengerusi: Profesor Madya Rusinah Joned, PhD**

**Fakulti: Fakulti Pengajian Pendidikan**

Tujuan kajian ini adalah untuk menentukan kesan-kesan terhadap keberkesanan sendiri dalam hubungan di antara punca-punca tekanan kerja dengan tekanan kerja dalam kalangan pensyarah di universiti penyelidikan terpilih. Kajian ini adalah kajian kuantitatif dengan reka bentuk penyelidikan kolerasi. Kajian ini menggunakan borang soal selidik yang meliputi empat seksyen (latar belakang responden, tekanan kerja, punca-punca tekanan kerja, keberkesanan sendiri). Sampel kajian telah dipilih secara persampelan rawak berstrata dan teknik hantar dan ambil telah digunakan untuk pengumpulan data. Daripada 160 orang responden yang telah dipilih, 128 orang responden telah melengkapkan dan memulangkan semula borang soal selidik yang telah

diedarkan. Data telah dianalisis menggunakan kolerasi Pearson, ujian-T dan regresi berganda hierarki untuk menguji perkaitan, perbezaan dan kesan moderasi.

Hasil kajian menunjukkan bahawa majoriti daripada responden berada pada tahap sederhana dalam tekanan kerja. Sebaliknya, majoriti daripada responden menunjukkan tahap yang tinggi dalam beban kerja dan kurang penggunaan kemahiran serta mempunyai keberkesanan sendiri yang tinggi. Analisis kajian menunjukkan bahawa terdapat perbezaan yang signifikan di antara faktor jantina dengan tekanan kerja. Analisis hubungan pula menunjukkan bahawa kekaburan peranan, penggunaan kemahiran, konflik peranan, dan bebanan kerja mempunyai hubungan signifikan positif dengan tekanan kerja. Analisis moderator terhadap keberkesanan sendiri menunjukkan perkaitan yang signifikan di antara keberkesanan sendiri dengan hubungan di antara punca-punca tekanan kerja dengan tekanan kerja. Selain itu, kajian juga menunjukkan bahawa konflik peranan dan bebanan kerja mempunyai pengaruh yang positif terhadap tekanan kerja.

Secara kesimpulannya, keberkesanan sendiri mempunyai kesan terhadap hubungan di antara punca-punca tekanan dan tekanan kerja. Berdasarkan hasil

kajian, adalah dicadangkan supaya pihak pengurusan universiti perlu mengambil tindakan seperti memberikan sokongan yang diperlukan oleh para pensyarah dan menyediakan kursus latihan untuk mengurangkan punca-punca tekanan kerja yang menyumbang kepada tekanan kerja dalam kalangan pensyarah. Adalah dicadangkan juga supaya kajian akan datang dapat melibatkan lebih ramai responden dan mengkaji lebih banyak faktor-faktor dari konteks organisasi, konteks keluarga, ciri-ciri personal dan faktor lain untuk mengukur tekanan kerja dalam kalangan pensyarah di Malaysia.

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I certify that a Thesis Examination Committee has met on **(date of viva)** to conduct the final examination of Maslina Binti Mohammed Shaed on her thesis entitled **“Effects of self-efficacy on relationships between job stressors and job stress among academics at a Research University in Malaysia”** in accordance with the Universities and University Colleges Act 1971 and the Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the student be awarded the Master Science Human Resource Development.

Members of the Thesis Examination Committee were as follows:

**Rusinah Joned**

**Associate Professor**

Faculty of Educational Studies  
Universiti Putra Malaysia  
(Chairman)

**Name of Examiner 1, PhD**

Title (e. g. Professor/ Associate Professor/ Ir)  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Internal Examiner)

**Name of Examiner 2, PhD**

Title (e. g. Professor/ Associate Professor/ Ir)  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Internal Examiner)

**Name of External Examiner, PhD**

Title (e. g. Professor/ Associate Professor/ Ir)  
Name of Department and/ or Faculty  
Name of Organisation (University/ Institute)  
Country  
(External Examiner)

---

**BUJANG KIM HUAT, PhD**

Professor and Deputy Dean  
School of Graduate Studies  
Universiti Putra Malaysia  
Date:

This thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as fulfilment of the requirement for the degree of **Master of Science**. The members of the Supervisory Committee were as follows:

**Rusinah Joned, PhD**

Associate Professor  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Chairman)

**Zoharah Omar, PhD**

Faculty of Educational Studies  
Universiti Putra Malaysia  
(Member)

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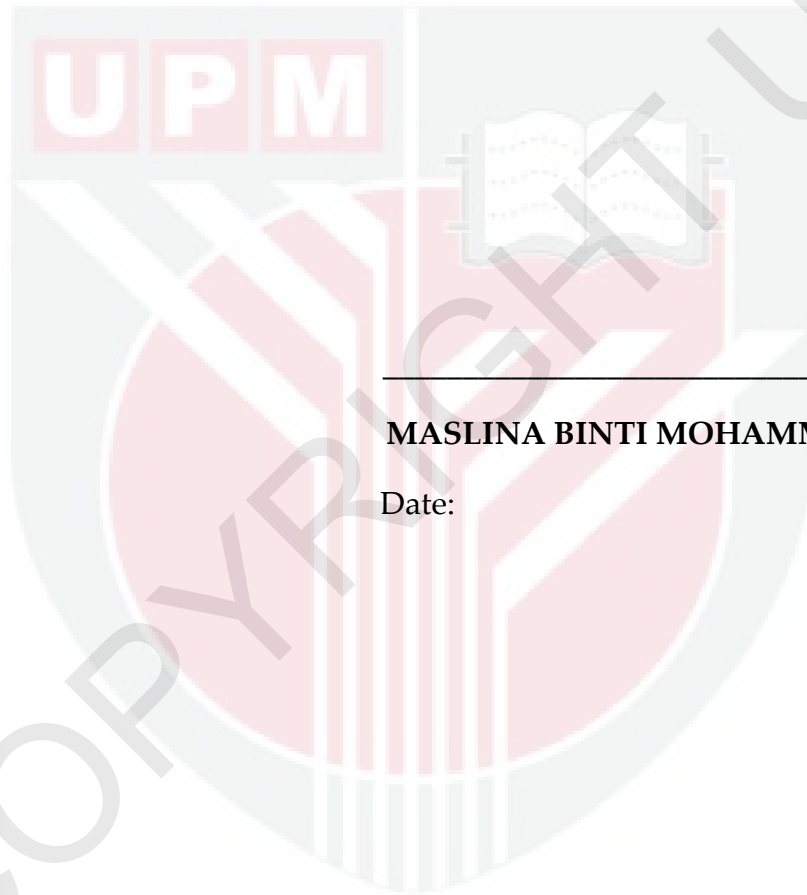
**BUJANG BIN KIM HUAT, PhD**

Professor and Dean  
School of Graduate Studies  
Universiti Putra Malaysia

Date:

## DECLARATION

I declare that the thesis is my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or at any other institution.



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**MASLINA BINTI MOHAMMED SHAED**

Date:

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