

**UNIVERSITI TEKNOLOGI MARA**

**THE DETERMINANTS OF  
MULTIPLE JOBS HOLDING AMONG  
GENERATION Y**

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Dissertation submitted in partial fulfilment  
of the requirement for the degree of  
**Executive Masters of Administrative Science**

**Faculty of Administrative Science and Policy Studies**

January 2018

## **ABSTRACT**

The issue of multiple jobs holding not a new phenomenon as it has arisen since many years ago. It becomes a trend especially among Generation Y in Malaysia to do more than one job in order to have better life. This becomes a trend as the statistics showed that Malaysia's millennial or Gen Y experiencing financial stress at early life. A study was conducted showed that most of millennial not satisfied with their income and job situation. With the new initiatives of TN50, most of the feedback also mention that they want more flexible working conditions for example permanent job that allow them to work from home in which could enable them to have second or freelance career. Hence, this study aims to identify the determinants of multiple jobs holding either on monetary or non-monetary reasons among generation Y that living and working in Kuala Lumpur and Selangor by using online questionnaire. The difference of multiple jobs holding in term of gender also is examined. The method that being used in this study is Pearson's Correlation, multiple regression and Independent sample t-Test. The result shows that there is weak positive relationship between monetary and non-monetary reasons with multiple jobs holding and there is no significant different of multiple jobs holding by gender. This is important as the increasing of complexity and diversity in financial product along with the issue of economic stability, the millennial are the group that more likely need to face financial risk than previous generation, and hence government should play active role in these matters.

## **ACKNOWLEDGEMENT**

Praise to Allah for giving me strength to complete this dissertation and went through this challenging academic journey. I would like to express my gratitude and thanks to Prof Dr Jasmine Ahmad for being such kindness supervisor in guiding, assisting and supporting me for this dissertation. I gained a lot of new knowledge, information and exposure that cannot be learnt in daily classroom. It is totally my new step ahead in my academy diary. I also would like to convey my appreciation to the group of respondents for accepting my offer to conduct this survey and completed it successfully. Finally, this dissertation is dedicated for both my parents, classmates and close friends that always being there, and giving me high motivation to complete this dissertation. Alhamdulillah. Thank you so much everyone.

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# CHAPTER ONE

## INTRODUCTION

### 1.1 BACKGROUND OF STUDY

The attitude and behaviour of employees has been affected by the impact of globalization, new lifestyle and development of technology may contribute to having multiple jobs to cope with the challenges of new life trends. In the context of Malaysia, the implementation of new policies which is the Goods and Services Tax (GST) somehow had impacted certain groups of people in Malaysia, compounded with increased cost of living, house of price inflation and depreciation of Malaysia Ringgit erodes their purchasing power. This situation makes every individual to work even more and find alternatives to do more than one job in order to get sufficient income and secure financial stability. The incidence of having multiple jobs or moonlighting has ever been increased throughout the years and this could be due to several factors. However the literature that discuss on multiple jobs holding seems lacking in the area of Asian countries specifically in Malaysia context.

There is evidence that moonlighting is a widespread phenomenon in most of the Western countries such as United Kingdom, German and United States since the 90s. For example, the rate of multiple job holding in US shows the increasing from 5.2% in 1970 to over 6% in 1990 (Stinson, 1997) while in UK, the moonlighting rate in 1991 to 1994 about 10% then later finding report that the rate increase to 8-10% between 1991 and 1998 (Böheim & Taylor, 2003). However, it is different case for German where the rate decreases from 8-10% in the mid 1980 to 7% in 2001 but the rate increased again around German reunification in 1990. In a recent figure from Australian Bureau of Statistics, 5.4% of the 600,000 correspondents have more than one job in Australia. To understand the increasing rate of moonlighting, the factors that lead the moonlighter to work more than one job either in the same or different profession need to be closely examine and put forth.