



**SEAIPC2023**  
SOUTH EAST ASIA INTERNATIONAL  
PHILANTHROPY CONFERENCE

CONFERENCE PROCEEDINGS

# The 8th Southeast Asia International Philanthropy Conference 2023 (SEAIPC2023)

**Future of Philanthropy and Sustainable Development:  
Holistic Approach towards Innovative Fundraising  
and Strategic Entrepreneurial Partnership  
for Societal Well-Being**

**7 - 9 November 2023**

**The Waterfront Hotel Kuching, Sarawak**

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# Conference e-Proceedings

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## DETERMINANTS OF MENTAL HEALTH AMONG ACADEMICIANS AT MALAYSIAN PUBLIC HIGHER EDUCATION INSTITUTIONS: A CONCEPTUAL PAPER

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### Abstract

This study aimed to identify the influence of job demands on academicians' mental health in selected public universities in Malaysia. This study examined the effects of job demand on academics' mental health in Malaysian public universities using the JD-R model. Given that employee happiness was strongly correlated with mental health, it is crucial to pay a particular attention to how job demands can lead to stressful life events and other detrimental outcomes. This study may bring to the developing guidelines for workload management, implementing mental health support programs, and creating a more supportive work environment. The comparison across institutions can be done and may lead to the interdisciplinary collaboration which can offer comprehensive insights and solutions. However, some research implications and limitations associated with this study such as the sampling bias, self-reported data, as this study is a cross-sectional design and Findings from a specific study may not be fully generalizable to all academicians due to differences in disciplines, institutions, and cultural contexts. Studying the influence of job demand on the mental health of academicians has several practical implications, both for individuals working in academia and for institutions and policymakers as it increased awareness and self-care among academicians, allowing early intervention implementation, improving workplace policies, reducing stigma, improving employee's productivity, expansion of research in this topic, and many more. It can lead to improved mental well-being, productivity, and the overall quality of education and research in academia. Focusing on public universities in Malaysia adds a unique contextual dimension to the study. Malaysia has its own educational system, cultural factors, and socioeconomic conditions that can influence job demands and mental health in distinct ways compared to studies conducted in other countries. It can provide insights specific to the Malaysian context, inform policy decisions, enhance the work environment, and ultimately contribute to the well-being of both academicians and students in the Malaysian higher education system.

**Keywords:** Job demands, mental health, online learning, academicians, sustainable development goal