INTERNATIONAL GRADUATE COLLOQUIUM

i-SPEAK 2026

SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING



SERIES 1. 2026

COLLOQUIUM PROCEEDINGS

EXTENDED ABSTRACT

Malaysia, 10 February 2026

eISBN 978-629-7989-01-3

The Effect of Work-Related Stress on Job Satisfaction Among Employees at Kementerian Belia dan Sukan Putrajaya

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Keywords: *Work-related Stress, Job Satisfaction, Public Sector, Ministry of Youth and Sports, Employee*

I. INTRODUCTION

This study examines how work-related stress influences job satisfaction among employees at the Ministry of Youth and Sports Putrajaya. Work-related stress is conceptualized as the psychological and physiological responses that arise when job demands exceed an employee's capacity to cope, while job satisfaction mark the degree to which employees feel fulfilled and content with their work.

II. METHODS

This study employed a quantitative research method using a Google Form survey administered to 255 employees at Kementerian Belia dan Sukan Putrajaya. Data were analysed using descriptive statistics and inferential statistics, including simple linear regression, to find the effect of work-related stress on job satisfaction.

III. RESULTS AND DISCUSSION

A. Work-Related Stress

Descriptive analysis revealed high stress levels across all domains. The unpleasant workplace domain recorded the highest mean score (M = 4.67, SD = 0.30), followed by workplace (M = 4.60, SD = 0.36), supporting relationships (M = 4.32, SD = 0.69), and job demand (M = 4.27, SD = 0.81). These findings indicate that negative workplace experiences are the most dominant stressors among employees.

TABLE I
DESCRIPTIVE ANALYSIS FOR WORK-RELATED STRESS

Variables	Frequency (n)	Mean	SD
Workplace	255	4.60	0.362
Job Demand	255	4.27	0.807
Supporting	255	4.32	0.689
Unpleasant Workplace	255	4.67	0.300

B. Job Satisfaction

Job satisfaction was found to be moderate, with a mean score of 4.47 (SD = 0.39). This suggests that employees generally feel positive about their jobs, but satisfaction is not at the highest level. The relatively low standard deviation indicates consistent perceptions across respondents.

TABLE II
DESCRIPTIVE ANALYSIS FOR JOB SATISFACTION

Variable	N	Mean	SD	Level
Job Satisfaction	255	4.47	0.390	Moderately Satisfied

C. Work-Related Stress on Job Satisfaction

Regression analysis confirmed that work-related stress significantly affects job satisfaction. The overall model was statistically significant and explained 45% of the variance in satisfaction. Workplace clarity (β = 0.317, p < 0.001) and job demand (β = 0.277, p < 0.001) emerged as the strongest predictors, followed by supporting relationships (β = 0.237, p < 0.001) and unpleasant workplace experiences (β = 0.177, p < 0.001). These results support the alternate hypothesis and highlight that stress domains are substantial determinants of satisfaction.

TABLE III
REGRESSION FOR EFFECT OF WORK-RELATED STRESS N JOB SATISFACTION

Coefficients				
Model	**Unstandardized Coefficient**	**Standardized Coefficient**	**t**	**Sig.**
	B	**Beta**		
Intercept	0.678	-	2.00	<0.001
Workplace	0.42	0.317	6.08	<0.001
Jon Demand	0.18	0.277	5.18	<0.001
Supporting	0.24	0.237	4.14	<0.001
Unpleasant Workplace	0.229	0.177	3.60	<0.001
R^2	0.450			
Significant	< 0.001			

Significance level: 0.05 (2-tailed)

IV. CONCLUSIONS

This study demonstrates that work-related stress plays a significant role in shaping job satisfaction among employees at the Kementerian Belia dan Sukan Putrajaya. The findings emphasize the importance of addressing stressors through clear communication, fair workload distribution, supportive relationships, and inclusive organizational practices. The study contributes empirical evidence from the Malaysian public sector and offers practical recommendations for managers and policymakers to

foster healthier, more satisfying, and more productive work environments.

ACKNOWLEDGMENT

The authors gratefully acknowledge the employees of the Kementerian Belia dan Sukan Putrajaya employees and extend special thanks to research supervisor, Radzliyana Radzuwan for her guidance.

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