



**JOB STRESS AND THE FACTORS THAT INFLUENCED JOB
STRESS IN COMPANY JATI BERINGIN SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION WITH
HONOURS (HUMAN RESOURCE)**

**FACULTY OF BUSINESS MANAGEMENT
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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGI MARA
KAMPUS BANDAR MELAKA**

DECEMBER 2014

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE) FACULTY OF BUSINESS MANAGEMENT UNIVERSITY TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”

I, Aisya Deelaila Binti Mohd Nasir, (900714-43-5254)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____ Date: _____

CHAPTER 1 INTRODUCTION

1.1 Background of study

The private sector has played a very significant and supportive player in the community development throughout Malaysia. Besides from creating jobs, private sector also provide health care, clean drinking water and education facilities in countries where they operate. Given their wide outreach, they can provide excellent advocacy and communication support to social, environmental and cultural causes. The activities of small and mid-sized enterprises have a cumulative effect on sustainability. The private sector also can contribute to mitigating environmental challenges by factoring environmental concern into their business operations. Therefore, they need to hire and retain potential employee to survive in global world. Know the source of stress in workplace can be critically important to competitiveness in the contemporary business environment. Recent research suggests that high-involvement work practices can develop positive beliefs and attitudes associated stress in workplace through motivation.

1.2 Background of research

These researches were focus on topic level of stress in organizations which it is important to maintain company performance in order to achieve company goals through its employees itself. The ability of any organization to channel its organizational goals is to retain valuable employees in organization. Therefore, in order to investigate best factor that contribute motivation among employees, the focus

of this study will be identifying the level of job stress among employees at private sector.

1.3 Background of company

Jati Beringin Sdn. Bhd. (JBSB) has total staff strength of more than 80 people, of which about half of them are from management and production line. The company had established from 1977 as a metal fabrication based company and has continued to grow from strength to strength until today. The company have evolved their own upstream capabilities and ventured into the entire spectrum of downstream activities to add value to their metal based fabrication core business. These include both hot dip and dip spin silver coating (galvanizing). The employee possesses a high skill on handling the metal fabrications. Like any other company who compete to survive in industry, JBSB faced up and down on their human capital. This by that means that the company faced high employee turnover ([Appendix 1](#)) and moderate-high absenteeism in work placed.

1.4 Problem statement

The past research on journal *The Correlates of Work Role Stress with Employee Burnout, Engagement, with Amy Rebecca Caponetti (2012)*, who was investigating the sources of stress in work, stated that stress symptoms including turnover and job burnout had risen in 10 years. Thus the results were a significant positive correlation source of stress with the independent variables. Other than that, the journal of *Using Single Items to Measure Job Stressors* by Stephanie Gilbert and E. Kevin Kelloway