

THE RELATIONSHIP BETWEEN EMPLOYEES JOB STRESS AND  
PERCEIVED PSYCHOLOGICAL HEALTH STATUS AT  
DEVELOPMENT OFFICE IN UNIVERSITI MALAYSIA SARAWAK  
(UNIMAS)

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## **ABSTRACT**

This study was carried out to find out the relationship between job demand and job control with employees psychological health status from Development Office in Universiti Malaysia Sarawak (UNIMAS). The major objective of this study is to identify the level of agreement and the relationship between independent and dependent variables. This study involved 102 staff in Development Office UNIMAS as the respondents of survey. Method for primary data collection was done using questionnaires. After data collection done, it was clean and analyzed using SPSS version 22. Besides, the pearson correlation was conducted in order to investigate the association between job demands and job control with employees perceived psychological health status. Based on the correlation findings in the previous chapter, the correlation value for workloads, time pressure, skill discretion and job authority were  $r=-0.165$ ,  $r=-0.119$ ,  $r=-0.049$ ,  $r=-0.144$  respectively. This finding indicated that, workload, time pressure and job authority have negative, weak and insignificant relationship with employees psychological health status. However, skill discretion does not have any relationship with employees' psychological health. Further recommendations were suggested in the thesis.

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# **CHAPTER 1**

## **BACKGROUND OF THE STUDY**

### **Introduction**

Employee's health status falls into two categories which are physical and psychological health status. Our major focus outcome for this research is an employee psychological health status. This is because employee job satisfaction can be impacted by poor psychological health status. Besides that, the performance of employees on their work can also be improves if they are able to maintain a good psychological health status. Employees will faced problem in dealing with matter regarding their tasks if they have poor level of psychological health status. Psychological health status refers to an employee's emotional and mental conditions. Examples for emotional and mental conditions are depression, satisfaction and dissatisfaction the job and anxiety. In contrast, psychological health status can be greatly affected by the level of stress occupied by employee. This was supported by Porthoghese (2014) which stated that employee's health and safety can be generally affected by their stress in the workplace. Most employees suffer stress due to their work overloads. Hence, stress is one of the major problems among all employees in every organization. According to Shane (2013), stress can be classified into two which are eustress and distress. He also defined that, eustress is a positive stress meanwhile distress is the negative stress that might affect employee's psychological