

**THE RELATIONSHIP BETWEEN EMPLOYEES JOB STRESS AND
PERCEIVED PSYCHOLOGICAL HEALTH STATUS**

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ABSTRACT

Most employees suffer stress due to their work overloads. Hence, stress is one of the major problems among all employees in every organization. Stress among employees nowadays can be affected by several factors which included job demands such as time pressure, job insecurity, physical exertion, physical hazards and workloads. Besides that, the other prime factor that leads employees stress in the workplace is job control such as discretion, authority, decision latitude and skills. Since, there is a lack of studies done in Malaysia on the effect of job stress factor such as job demand and job control with employee's health status among office workers. This study intends to focus on the relationship between job demand and job control related to the employee's perceived psychological health status among employees working in the public sector. For this study, total population of employees at the Chancellery Building of University of Malaysia Sarawak (UNIMAS) was used as a sampling frame. The convenience sampling technique includes a procedure of the accumulation of data from participants. As for this study, questionnaires were derived from the authorized sources and developed by the researcher after having a consultation with the advisor. Therefore, the questionnaires were distributed to all supporting staff includes non-executive staffs in the Chancellery Building of UNIMAS. The applicable instrument was validated by lecturers from the Faculty of Business Management in UiTM Kota Samarahan by having one day consultation. Statistical package for the social sciences software (SPSS) version 21 was used to tabulate all the data that had been gathered from respondents based on Pearson correlation value, all of the independent variable from the Job Demand-Control have no significant relationship with the perceived health status with value in the range of ($r=-.049$) to ($r=.089$) accordingly. Therefore, job control and demands propose to have

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CHAPTER 1

INTRODUCTION

This chapter provides the introduction of this study and it consists of the background of the study, a statement of the problem, research objectives, and research questions. This chapter will discuss the significance and limitations of this study as well as the definition of terms.

Background of the study

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 improved if they are able to maintain a good psychological health status. Employees will face problem in dealing with matters regarding their tasks if they have poor levels of psychological health status. Psychological health status refers to an employee's emotional and mental conditions. For example, emotional and mental conditions are depression, satisfaction and dissatisfaction of the job and anxiety. In