

UNIVERSITI TEKNOLOGI MARA

**THE SIGNIFICANCE OF
PSYCHOSOCIAL WORK
ENVIRONMENT FACTORS ON
ATTITUDE TO RETIRE EARLY
AMONG SENIOR EMPLOYEES IN
SABAH: LIFE SATISFACTION AS
MEDIATOR**

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ABSTRACT

This study utilized a credible research philosophy which is positivism, through a consistent set of assumptions in the 'research onion'. It develops and tests a model of psychosocial work environment factors (older worker disposition, opportunities to develop, social relations) on attitude to retire early among senior employees in Sabah with life satisfaction as mediator. Life course perspective, life satisfaction theory and role theory illustrated the relations between these constructs. Quantitative self-administered questionnaire was distributed online and by hand. Nonprobability convenience sampling technique and the G*Power software determined a minimum sample of 244 participants. The survey was conducted over a period of three months from March to May 2020 in five major administrative districts of Kota Kinabalu, Tawau, Sandakan, Keningau and Kudat. A set of 440 questionnaires were distributed, and 415 usable ones were returned and analysed with SPSS. T-statistics for all paths were generated using the SmartPLS3.0 bootstrapping technique to test the significance level. Findings show that opportunities to develop has a positive significant indirect effect relationship with attitude to retire early. Meanwhile, social relations and older worker disposition has no indirect effect relationships. Hence, the mediating role of life satisfaction is determined. In contrast, the findings reveal opportunities to develop, and life satisfaction show a direct effect positive significant relationships with attitude to retire early. As for the factors older worker disposition and social relations, there were no direct effect relationships with attitude to retire early. This doctoral research provides valuable insights to organizations that life satisfaction has no significance to senior employees who want to continue working. This is an original contribution to the retirement literature and the findings provide a proxy of attitude to retire early among senior employees in the public and private sectors in Sabah. The novelty of this study, unlike previous works, considers life satisfaction as the mediator in the model. Finally, this can be a benchmark for organizations and the Sabah government to formulate strategies to manage shortage of experienced locals. Longitudinal research (immediate, short-term, long-term) is suggested to explore the correlates of life satisfaction on the persistence of employee's attitude to retire early as their working years continues.

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TABLE OF CONTENTS

	Page
CONFIRMATION BY PANEL OF EXAMINERS	ii
AUTHOR'S DECLARATION	iii
ABSTRACT	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS	vi
LIST OF TABLES	xi
LIST OF FIGURES	xiv
LIST OF ABBREVIATIONS	xv
CHAPTER ONE: INTRODUCTION	1
1.0 Introduction	1
1.1 Background of the Study	2
1.2 Problem Statement	6
1.3 Research Objectives	9
1.4 Research Questions	9
1.5 Significance of the Study	9
1.6 Scope of the Study	14
1.7 Definition of Terms	14
1.8 Organization of the Thesis	15
1.9 Chapter Summary	17
CHAPTER TWO: LITERATURE REVIEW	18
2.0 Introduction	18
2.1 Pension Systems in the East Asia Region	18
2.2 Malaysia's Retirement Income System	19
2.3 Attitude to Retire Early	20
2.4 Underpinning Theories	24
2.4.1 Life Course Perspective Theory	25
2.4.2 Life Satisfaction Theory	29
2.4.3 Role Theory	31
2.5 Psychosocial Work Environment Factors	33

2.5.1 Dimensions of Psychosocial Work Environment Factors Used in Previous Studies	33
2.5.2 Dimensions of Psychosocial Work Environment Factors in Current Study	34
2.5.2.1 <i>Older Worker Disposition</i>	34
2.5.2.2 <i>Opportunities to Develop</i>	37
2.5.2.3 <i>Social Relations</i>	40
2.6 Theoretical Framework	43
2.7 Life Satisfaction	46
2.8 Hypothesis Development	51
2.8.1 Psychosocial Work Environment Factors and Attitude to Retire Early	51
2.8.2 Life Satisfaction and Attitude to Retire	53
2.8.3 Life Satisfaction Mediates Psychosocial Work Environment Factors and Attitude to Retire Early	54
2.8.3.1 <i>Life Satisfaction as a Mediator</i>	54
2.9 Operationalization of Research Constructs	56
2.9.1 The Measures of Independent Variable	56
2.9.1.1 <i>Older Worker Disposition</i>	57
2.9.1.2 <i>Opportunities to Develop</i>	58
2.9.1.3 <i>Social Relations</i>	58
2.9.2 The Measures of Mediating Variable	59
2.9.3 The Measures of Dependent Variable	61
2.10 Chapter Summary	62
 CHAPTER THREE: RESEARCH METHODOLOGY	 63
3.0 Introduction	63
3.1 Research Design	63
3.1.1 Purpose and Type of Study	66
3.1.2 Extent of Researcher's Interference	67
3.1.3 The Study Setting and Unit of Analysis	68
3.1.4 Time Horizon	69
3.1.5 Population	69