

UNIVERSITI TEKNOLOGI MARA

**EXAMINING THE IMPACT OF JOB
DEMANDS AND RESOURCES ON
ACADEMICIAN'S MENTAL
HEALTH: THE MODERATING
ROLE OF RELIGIOSITY IN
SELECTED MALAYSIAN PUBLIC
UNIVERSITIES**

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Thesis submitted in fulfilment
of the requirements for the degree of
Doctor of Philosophy
(Office Systems Management)

Faculty of Business and Management

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AUTHOR’S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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ABSTRACT

The detrimental impact that higher education institutions' environments have on academicians' mental health has drawn greater prominence. The current climate of global education-competition places extreme expectations on academicians. Academicians at public higher education institutions are therefore susceptible to mental health due to the nature of the rigorous working conditions, highlighting that the prevalence of depression, anxiety and stress among academicians at higher education institutions three times higher than the general occupation. To investigate this issue further, this study integrates the Job-Demand Resource and Conservation of Resources Theory to examine the impact of various factors including job demands (workload, role conflict, work-family conflict, and family-work conflict) and job resources (social support, and supportive leadership) on academician's mental health. Additionally, this study examines the moderating role of religiosity in the relationship between job demands and job resources toward mental health among academicians. A cross-sectional study was conducted among 340 academicians at the selected public universities in Malaysia. The data were analysed using SPSS software version 29.0. which supported 13 out of 36 hypotheses. The findings of the study confirmed that role conflict, work-family conflict, family work conflict, and social support act as significant factors affecting academicians' mental health, while no relationship was found between supportive leadership and mental health among academicians. This study also confirmed the moderating role of religiosity in the relationship between work-family conflict with academician's mental health. However, religiosity does not moderate the relationship between social support and supportive leadership and academician's mental health. These insights are valuable for government, higher education institutions, education professional bodies, academicians, policymakers and the public by helping to understand the factors driving mental health issues among academicians. Furthermore, this understanding support Malaysia's aim of nurturing human well-being in the higher education institution sectors and fostering a good quality of life among society.

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