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# **SOCIAL and MANAGEMENT RESEARCH JOURNAL**

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Does Intellectual Capital Explain the Financial Performance of Malaysia MFIs?

**Maryam Jameelah Hashim, Syed Musa Alhabshi, Nor Irvoni Mohd Ishar**

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Simplified Reliable Online Essay Test Marking for Massive Open Online Course (MOOC) using Rasch Model Analysis

**Mohd Nor Mamat, Siti Fatahiyah Mahamood, Hanifah Musa, Zawawi Temyati**

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Instructional Material Development using Ontology Learning

**Fadilah Ezlina Shahbudin, Fadzlin Ahmadon, Khairul Nurmazianna Ismail**

---

Ethnicity, Social Influence, Eco-Label and Purchase Intention of Consumers of Green Home Electronic Products

**Nor Hashima Hashim, Wan Kalthom Yahya, Siti Aisyah Asrul**

---

Achieving Data Saturation: Evidence from a Qualitative Study of Job Satisfaction

**Mohd Aliff Abdul Majid, Mohhidin Othman, Siti Fatimah Mohamad, Sarina Abdul Halim Lim**

---

A Proposed Model on the Impact of Internal Control Quality on Accounting Information System Effectiveness in Nigeria

**Shamsudeen Ladan Shagari, Akilah Abdullah, Rafeah Mat Saat**

---

Planning Field Trips as a Teaching and Learning Strategy in Legal Education: Some Points for Consideration

**Nor Fadzlina Nawi, Amylia Fuziana Azmi**

---

High Failure Rate in Mathematics Subjects: Influencing Factors and Study Styles

**Zuraida Alwaddood, Suhaila Abd Halim, Hanifah Sulaiman, Norlenda Mohd. Noor**

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Precarious Work Behaviour on Career Satisfaction

**Siti Fazilah Hamid, Noormala Amir Ishak, Norashikin Hussein, Ibiwani Alisa Hussain**

---

Digitalisation Success in Learning Organisation: Preliminary Outlook

**Roozita Maskun, Norzanah Matt Nor**

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**Lin Yong Tong, Rubi Ahmad**

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- |           |                                                                                                                                                                                                                                  |           |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>1.</b> | <b>Does Intellectual Capital Explain the Financial Performance of Malaysia MFIs?</b><br><i>Maryam Jameelah Hashim</i><br><i>Syed Musa Alhabshi</i><br><i>Nor Irvoni Mohd Ishar</i>                                               | <b>1</b>  |
| <b>2.</b> | <b>Simplified Reliable Online Essay Test Marking for Massive Open Online Course (MOOC) using Rasch Model Analysis</b><br><i>Mohd Nor Mamat</i><br><i>Siti Fatahiyah Mahamood</i><br><i>Hanifah Musa</i><br><i>Zawawi Temyati</i> | <b>23</b> |
| <b>3.</b> | <b>Instructional Material Development using Ontology Learning</b><br><i>Fadilah Ezlina Shahbudin</i><br><i>Fadzlin Ahmadon</i><br><i>Khairul Nurmazianna Ismail</i>                                                              | <b>35</b> |

4. **Ethnicity, Social Influence, Eco-Label and Purchase Intention of Consumers of Green Home Electronic Products** 47  
*Nor Hashima Hashim*  
*Wan Kalthom Yahya*  
*Siti Aisyah Asrul*
5. **Achieving Data Saturation: Evidence from a Qualitative Study of Job Satisfaction** 65  
*Mohd Aliff Abdul Majid*  
*Mohhidin Othman*  
*Siti Fatimah Mohamad*  
*Sarina Abdul Halim Lim*
6. **A Proposed Model on the Impact of Internal Control Quality on Accounting Information System Effectiveness in Nigeria** 79  
*Shamsudeen Ladan Shagari*  
*Akilah Abdullah*  
*Rafeah Mat Saat*
7. **Planning Field Trips as a Teaching and Learning Strategy in Legal Education: Some Points for Consideration** 95  
*Nor Fadzlina Nawi*  
*Amylia Fuziana Azmi*
8. **High Failure Rate in Mathematics Subjects: Influencing Factors and Study Styles** 107  
*Zuraida Alwadood*  
*Suhaila Abd Halim*  
*Hanifah Sulaiman*  
*Norlenda Mohd. Noor*



<b>9. Precarious Work Behaviour on Career Satisfaction</b>	119
<i>Siti Fazilah Hamid</i>	
<i>Noormala Amir Ishak</i>	
<i>Norashikin Hussein</i>	
<i>Ibiwani Alisa Hussain</i>	
<b>10. Digitalisation Success in Learning Organisation: Preliminary Outlook</b>	133
<i>Roozita Maskun</i>	
<i>Norzanah Matt Nor</i>	
<b>11. The Signalling Value of Public Issue and Offer for Sale Ratios on the Performance of Initial Public Offers</b>	145
<i>Lin Yong Tong</i>	
<i>Rubi Ahmad</i>	



# PRECARIOUS WORK BEHAVIOUR ON CAREER SATISFACTION

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## ABSTRACT

*The development of information technology, along with globalisation, has changed today's workplace. The impact of dramatic changes in technology as well as globalisation has led to an increase in precarious work behaviour. There are positive associations between precarious work behaviour and career satisfaction. The literature showed satisfaction with work had exhibited an impressive effect on more worldwide regions, for example, satisfaction with a career. Therefore, this paper reviews the literature on precarious work behaviour on career satisfaction. Data were collected using a questionnaire conducted on online entrepreneurs. The data were analysed using Structural Equation Modelling (SmartPLS) to assess the respondents. Results show that precarious work behaviour has a positive influence on career satisfaction. The findings have implications for increasing our understanding of precarious work behaviour on career satisfaction. Implications and conclusions will highlight the challenges faced by online entrepreneurs.*

**Keywords:** *precarious work behaviour, career satisfaction, online entrepreneur*

## **INTRODUCTION**

This study aims at exploring precarious work behaviour on career satisfaction. In this study, precarious work behaviour has been said to influence people to pursue self-employment for their career development strongly. In order to understand career satisfaction, it is crucial to get a better understanding of how people consider precarious work behaviour when overseeing their careers and of what such thought infer for career satisfaction. The degree to which these precarious work behaviours are related to career remains unexamined. It is important to address this gap since precarious work behaviour on careers urges researchers to examine whether individuals who take considerations of precarious work behaviour experience greater satisfaction in their careers. Wilkin (2012) commented that the precarious work behaviour affects nearly everyone's work experience.

## **PRECARIOUS WORK BEHAVIOUR**

The standard employment refers to a state where an employee has single employer; works in a permanent, full-time designation; enjoy employee benefits and expects to be employed over a long time span (Vosko, Zukewich, & Cranford, 2003). Any work arrangement that varies from this definition is referred to a non-standard (precarious employment). According to Benach and Muntaner (2007) precarious employment is becoming more common in developed countries and is widespread in developing economies. In today's modern economy, conventional labor appears to be diminishing where employees are choosing to have freedom at work and are independently (Vaiman, Lemmergaard, & Azevedo, 2011). For example, downsizing, globalisation, and outsourcing are nurturing a significant development in the number of precarious work behaviour. Even though numerous of today's employment facing unstable such as low-paying, nevertheless, the number of precarious employees is steadily rising. As a consequence, this type of work lacks security and has limited benefits.

## **Career Satisfaction**

Satisfaction can be defined as the state of being satisfied; contentment. Career satisfaction is important for career development such as occupations,

work dynamics, and individual adjustment. Career satisfaction is often regarded as a key outcome variable representing career success and personal fulfilment (Spurk, Abele, & Volmer, 2014). Meanwhile, Oh (2013) indicated that career satisfaction had become a vital issue within the organisation since individual satisfaction leads to more dedicated and enthusiasm employees. In addition, Leavell (2013) argued that career satisfaction had demonstrated a considerable effect on individuals' overall life satisfaction and well-being.

## **Precarious Work Behaviour and Career Satisfaction**

Sisco (2014) mentioned that motivations influence the choice to be self-employed instead of choosing paid, conventional employment as a career. Those motivational factors include the potential for higher pay in self-employment and the potential freedom self-employment in allowing the workers to be innovative. Schneck (2014) found that the self-employed are more satisfied with their employments when compared to waged employees. Similarly, numerous research demonstrates that self-employed people are more satisfied with their employments rather than paid employees (Benz & Fray, 2008; Blanchflower & Oswald, 1998; Bradley & Roberts, 2004; Hundley, 2001; Katz, 1993; Thompson, Kopelman, & Schriesheim, 1992). The most clarification given for this distinction is when self-employed enjoy working independently and having a high decision in terms of autonomy (Benz & Fray, 2008; Hamilton, 2000; Hundley, 2001). Numerous researchers have found that the most persistent factor for career satisfaction is having an engaging work. Different work has different elements in order to achieve career satisfaction. One of these determinants is independence. Individuals may determine fulfilment from other viewpoints of work than pay, such as having satisfying work or adaptability at work (Millan, Hessels, Thurik, & Aguado, 2013). In addition, Ayranci and Ayranci (2015) indicated that self-employed are more fulfilled than others as a result of having autonomy in their job. Li (2011) pointed that self-employed who choose to run their own business will bring more passion towards their work involvement such as a feeling of achievement, working autonomously, creativity and inventiveness, and administering others than working for an organisation. Meanwhile, Carree and Verheul (2011) argued that self-employed are more fulfilled than paid employees with their autonomy, but are not with their pay and work security.

## **Online Entrepreneur**

Tran and Korflesch (2016) noted that an entrepreneur is an individual who runs a business, assuming all the risks and rewards of the venture and commonly seen as an innovator. Elenurm (2012) reported that an entrepreneur acts as a creator, starting changes and producing new chances within the long run that effect their financial development. Evans and Volery (2001) suggested that the Internet is a powerful medium to provide business development services much needed by entrepreneurs. Anwar and Daniel (2016) indicated that doing online commerce have been considered the low cost to operate. Numerous online businesses are based from home (Mason, Carter & Tagg, 2011). Online businesses are not visible to clients where employees are placed, nor do clients anticipate to be able to visit a physical shop (Anwar & Daniel, 2016). Therefore, entrepreneurship is a crucial implies of business, boosting economy development, and advancement for empowering products quality, competition, and financial adaptability.

## **METHODOLOGY**

This research employs quantitative which focuses on survey method to allow it to be more definite.

### **Sample and Procedure**

The respondents for this study were online entrepreneurs. The survey was carried through an online survey. Data were collected through an online survey format, using existing, validated instruments. The online survey method provided economy of design and the ability to have a rapid turnaround in data collection.

### **Precarious Work Behaviour**

Precarious work behaviour was assessed with 13 items by using the measure from (Knight *et al.*, 2006). Respondents were asked to answer perceptions of online business. Responses were measured on a 1 to 7 Likert scale (1 = strongly disagree, 7 = strongly agree), and yielded a coefficient alpha of 0.952.

## **Career Satisfaction**

Career satisfaction was surveyed with the scale from (Greenhaus, Parasuraman, & Wormley, 1990). The scale comprises of five statements such as ‘Overall, I am satisfied with my job’ answered on a 5-point Likert-type scale ranging from 1 (strongly disagree) to 5 (strongly agree), and yielded a coefficient alpha of 0.914.

## **RESULTS**

100 of respondents participated in this study. The total sample composed of 37 men (37%) and 63 women (63%). The participants were less than 25 of age (52%), between 25 to 35 years old (37%), between 36 to 45 years old (9%), and more than 45 years old (2%). As for their education level, 56% of respondents have a diploma, 28% has a bachelor degree, 14% has a master’s degree, and 2% has a doctorate degree. As for marital status, the respondents, 68% were single and 32% were married. The study employed PLS-SEM to test measurement and structural model by using the SmartPLS 3 Software. The data was first screened to identify whether there is any missing data, to identify outliers, to assess normality and to check for common method variance. The measurement model was test first preceding to the structural model assessment. Each construct in the model were inspected for its validity and reliability. Construct validity was assessed to ensure the measurements are valid. In convergent validity, the factor loadings and the average variance extracted (AVE) were checked (Hair, Hult, Ringle, & Sarstedt, 2014). Convergent validity is achieved when the factor loadings are above 0.70 and the AVE is above 0.50 (Marcoulides & Chin, 2013). As for discriminant validity, a construct should be clearly distinct from other constructs which have been theoretically shown to be different. Construct reliability and AVE of the reflective constructs are shown in Table 1. Results from the outer loadings showed no indicators found to be below 0.40. The construct reliability was assessed by calculating Cronbach’s  $\alpha$  coefficients for each of the multi item constructs. All the scales were above the suggested value of 0.70. Therefore, it is decided that the instrument used in this study are valid and internally consistent.

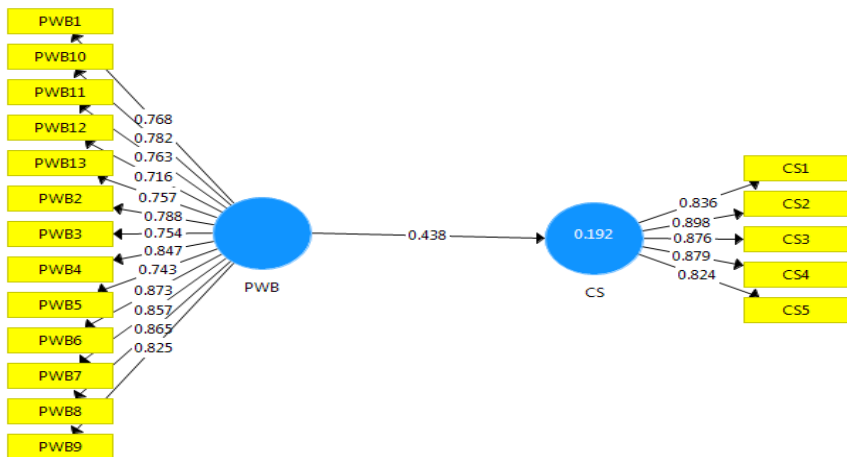
**Table 1: Factor Loadings, Composite Reliability, and Average Variance Extracted**

Constructs	Items	Outer Loadings	Composite Reliability	Average Variance Extracted
PWB	PWB1	0.768	0.936	0.745
	PWB2	0.788		
	PWB3	0.754		
	PWB4	0.847		
	PWB5	0.743		
	PWB6	0.873		
	PWB7	0.857		
	PWB8	0.865		
	PWB9	0.825		
	PWB10	0.782		
	PWB11	0.716		
	PWB12	0.757		
	PWB13	0.732		
CS	CS1	0.836	0.957	0.635
	CS2	0.898		
	CS3	0.876		
	CS4	0.879		
	CS5	0.824		

Inspection on AVE showed all constructs were above 0.50. The constructs were also checked on discriminant validity, the square root of the AVE each construct and all another construct (Fornell & Larcker, 1981; Hair *et al.*, 2014). The Heterotrait-Monotrait ratio of correlations (HTMT) approach is to determine the discriminant validity of the constructs (Henseler, Hubona & Ray, 2016). The HTMT value should not be greater than the HTMT value of 0.85 to achieve discriminant validity (Kline, 2016). The value of precarious work behaviour is 0.456. It is, therefore, passed HTMT measures indicating that each construct in the model measures a unique subject and captures phenomena not presented by other constructs in the model. After running the PLS algorithm in SmartPLS to assess the measurement model, the variable scores were utilised to calculate the mean scores and the standard deviation scores. The mean scores reported for



precarious work behaviour ( $M=0.456$ ,  $SD=0.076$ ). Multicollinearity refers to the degree to which a variable can be explained by the other variables in the analysis (Hair *et al.*, 2014). It is difficult to ascertain the effect of any single variable, the variance inflation factors (VIF) were used to examine multicollinearity (Hair *et al.*, 2014). The VIF values were below the standard criteria (precarious work behaviour = 1.000) indicating no multicollinearity issue. The next analysis done was to assess the structural model. The structural model was assessed to test the relationships between precarious work behaviour and career satisfaction. The coefficient of determination ( $R^2$  value) and path coefficients (beta values) were parameters to determine how well the data supported the hypothesized relationships (Hair *et al.*, 2014). A bootstrapping process with 500 iterations was performed to generate t-values and standard errors to confirm the statistical significance (Hair *et al.*, 2014).  $R^2$  measures the predictive accuracy of the model and represents the percentage of variance in the dependent variable as explained by the independent variable in the model (Hair *et al.*, 2014). As shown in Figure 1, precarious work behaviour explains about 19% of the variance in career satisfaction ( $R^2=0.192$ ).



**Figure 1: Measurement Model Framework**

Path coefficients (B) indicate the degree of change in the dependent variable for the independent variable (Hair *et al.*, 2014). As shown in Table 2, the path coefficients for precarious work behaviour and career satisfaction was significant.

**Table 2: Hypothesis Testing**

<b>Path</b>	<b>B</b>	<b>t</b>	<b>Decision</b>
PWB -> CS	0.438	5.779	Supported

The predictive relevance (Q2) and effect size (f2) are also reported in Table 3. The guidelines of Cohen were used to assess the f2, whereby 0.02, 0.15, 0.35 indicate small, medium and large effects respectively. The f2 values show that has a medium effect in producing R2 for career satisfaction. Also, the predictive relevance of the model is examined using the blindfolding procedure, if the Q2 value is larger than 0, the model has predictive relevance for career satisfaction. The Q2 value for career satisfaction is 0.125 which is larger than 0 indicating the model has sufficient predictive relevance.

**Table 3: R2, f2, and Q2**

<b>Path</b>	<b>R2</b>	<b>Q2</b>	<b>f2</b>
Precarious work behaviour	0.438		0.238
Career satisfaction		0.125	

## **DISCUSSION**

This study examined the precarious work behaviour on the career satisfaction of online entrepreneurs. The study's results are consistent with our predictions. The overall results indicate that online entrepreneur tends to have higher levels of career satisfaction. Career satisfaction is one of the foremost imperative variables in selecting work. Previous studies have shown that self-employed people are happier and more engaged with their jobs than those working in any other profession. Therefore, this research supports the hypothesis that higher career satisfaction of the self-employed, compared with paid employees, can be clarified by orientation to their inclinations for freedom and autonomy. The online entrepreneurs enjoyed their work when they had flexibility and independence in their work. With autonomy, it can increase motivation and happiness. This can lead to their career satisfaction. In addition, this study also found that most of online entrepreneur is the young generation which is generation Y. This result is consistent with the previous study where online entrepreneurs in common

have been found to be more youthful than other business visionaries (Betts & Huzey, 2009; Colombo & Delmastro, 2001; Mason *et al.*, 2011). Many entrepreneurs are drawn to online businesses because of the freedom. Most people, particularly the young generation are preferred to have freedom over their jobs. Young generation has different priorities in the workplace. For example, they are preferred to have a life outside of work and freedom to work flexible hours. Martin (2005) agreed that generation Y do need clear instructions and supervisory support, but they moreover request the flexibility and adaptability to induce for getting the work done in their way. Attitudes toward flexible work and the technology development can support them to pursue self-employment. Furthermore, this study also found that online entrepreneurs were more likely to be single. Consistent with these findings on marital status, online entrepreneurs were less likely to have children instead of offline entrepreneurs or non-entrepreneurs (Deschamps, Dart & Links, 1998; Fairlie, 2006). The findings suggest that it is not necessary for people with or without commitments to pursue their career as an online entrepreneur. Therefore, this study provides a theoretical contribution by advancing to the understanding of whether precarious work behaviour is related to career satisfaction.

## LIMITATIONS AND FUTURE RESEARCH

This research inevitably consists of some limitations, which, however, open interesting possibilities for future research. This research is limited to the variables; precarious work behaviour and career satisfaction. The research also limited to online entrepreneurs. The respondents of this study consist of all fields such as cosmetics, clothing, food and so forth. Hence, this study is not focused on any specific field of online entrepreneur since it is a challenge to this research to get them to participate. Thus, future research should address the possible limitations of the current study. Future research should be specific to getting online entrepreneur participation. Future research also might address different satisfaction domains in extending the analysis. Therefore, it can provide interesting avenues for future research.

## IMPLICATIONS FOR PRACTICE AND CONCLUSION

This study has some important implications for human resource functions. This study provides knowledge to get a more comprehending about career satisfaction which related to precarious employment. Precarious employment forms have gained in importance in recent years. This type of employment is a growing trend in today's societies due to many factors such as outsourcing, globalisation, a saturated job market, shifts from manufacturing to the service sector and jobs also being replaced by computerised units.

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