

IABC 2019

The 6th International
Accounting and Business
Conference

THE 6TH INTERNATIONAL ACCOUNTING & BUSINESS CONFERENCE 2019

*Towards Greater Transparency, Accountability
& Sustainability in Financial Governance*

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TABLE OF CONTENT

No.	Particulars	Page
1.	Foreword – Vice Chancellor, Universiti Teknologi MARA	2
2.	Foreward - Chairman, Indonesia Banking School	3
3.	Foreword – Rector, Universiti Teknologi MARA Cawangan Johor	4
4.	Foreword – Chairperson, International Accounting and Business Conference 2019	5
5.	Foreword – Chairperson, International Accounting and Business Conference 2019	6
6.	Itinerary – Programme Schedule	7
7.	Keynote Speaker	8
8.	Parallel Session Schedule	9
9.	Abstracts	23
10.	Organising committee	101
11.	Collaborators	103
12.	Acknowledgement	104
13.	Sponsor	105

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WORKLOAD, JOB CONTROL, WORK RELATIONSHIP, AND WORK-RELATED STRESS AMONG EMPLOYEES IN SUNGAI BULOH, MALAYSIA

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Abstract

In Malaysia, by 2030, depression has been predicted to be the number one disability and is expected to decrease workplace productivity. Deputy President of Malaysian Mental Health Association, Datuk Dr Andrew Mohanraj mentioned that depression is already dominated the Malaysian workforce and this issue has become a big problem to the country since it is difficult to identify because it has hidden symptoms. The author also made a comparison between employees and entrepreneurs in SME industry. Those entrepreneurs have more commitment to work as they had to work longer hours and tend to have more work-family conflict, compared to normal employees. So, it has been confirmed that those entrepreneurs in SME industry contributed to a large part of employee turnover, poor well-being and the reduction in job's performance. This study was conducted to find out the impact of work-related stress on SME workers in Sungai Buloh. The objectives of the study are to identify the relationship between workload, job control, work relationships and work-related stress. This study objective also to determine which factors (workload, job control and work relationships) most influenced work-related stress.

Keywords: *Job Control, Malaysia, Stress, Workload, Work Relationship, Work-related Stress*