UNIVERSITI TEKNOLOGI MARA

FACTORS AFFECTING LIBRARY AND MEDIA TEACHERS' JOB PERFORMANCE IN MALAYSIAN SECONDARY SCHOOLS

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PhD

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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

This study is an attempt to address the fundamental layer of LMTs' job performance in Malaysian secondary schools. Hence, this study has investigated the factors affecting LMTs' job performance, which have been deemed worthy in rectifying the issues of the LMTs' performances in Malaysia. The target population was the sixteen (16) states in Malaysia. The total population of this study was 2392 and the sample size was three hundred and thirty-two (332). This study used simple random sampling to collect the sample. This study employed an online survey, which was a self-administered (structured) questionnaire, to gather information from the targeted respondents of this research. Three hundred thirty-two (332) sets of questionnaires were sent out to the target respondents. The dataset was analyzed using structural equation modelling based on the PLS approach. The statistical program was the Smart-PLS 3.0. In addition, this study applied the IBM SPSS Statistics software to generate the descriptive analysis. From ten (10) hypotheses, seven (7) hypotheses were significant in relation to Skills, Knowledge, and SRCM Training towards Motivation, Motivation mediated relationship between Skills, Knowledge and the SRCM Training towards LMTs' Job Performance, and also Motivation towards LMTs' Job Performance. On the other hand, there were no significant relationships of the Skills, Knowledge, and SRCM Training towards LMTs' Job Performance. The findings revealed that Motivation is important factor whether direct relationship or indirect relationships affecting LMTs' Job Performance. The major contribution of the study is the development of the proposed framework, which integrates the School Resource Centre (SRC) and LMTs' Job Performance based on research findings. The framework can act as a guide to study individual performance in other research settings. Thus, the findings of this study present the data, recommendations, directions for future study, and proposed framework to the LMTs', educators, State of Educational Technology Departments, Educational Technology Division, Ministry of Education of Malaysia, and other policy-making bodies in order to enhance the LMTs' knowledge and skills, as well as the systematic training courses for the LMTs' job performance.

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TABLE OF CONTENTS