

**AN EMPIRICAL STUDY OF JOB SATISFACTION, JOB RELATED
STRESS AND INTENTION TO LEAVE AMONG LECTURERS IN UiTM
JENGA, PAHANG**

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"In the name of Allah, Most Gracious, Most Merciful"

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ABSTRACT

Lecturer is the person who teaches and gives a lecture in class. Lecturers are quite different from teachers but their level is higher than them because they are more professionally and a member of the faculty of a college or university. The purpose of this study was to identify relationship between job satisfaction and intention to leave among lecturers and to identify the relationship between the job-related stress and intention to leave among lecturers. In this study the population is in UiTM Jengka, Pahang.

The research instruments used to obtain data were questionnaire. A total of 36 respondents were randomly selected as the sample of study and data was analyzed by "Statistical Package for Social Science" (SPSS Window) Version 2.0. The tests involved are Pearson Correlation Coefficient and Multiple Regression. The findings showed that job related stress such as role conflict and workload significantly influenced intention to leave UiTM Pahang. However, the job satisfaction such as relationship at workplace, career development, and work performance did not significantly influence lecturers' intention to leave UiTM Pahang.

As a conclusion, these findings show that the related factors should have given attention to retain employees in the organization. Some suggestions have been recommended for the organization and for future research to be more complete and comprehensive.