

THE RELATIONSHIP BETWEEN HABITUAL PHYSICAL ACTIVITY AND JOB SATISFACTION AMONG LECTURERS IN UNIVERSITY MALAYSIA SABAH

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Abstract: Having a job has become one of the essential needs of all humans in the current 21st century. Without a job or career that particular individual will not be able to obtain their basic needs in their daily life. Hence by having a job or working, this individual will have the money to buy the things that they require to sustain in their life. Since having a job plays a huge role in a person's life, a big portion of their time is being spent at their job. Thus, the satisfaction that they experience at their workplace is optimum for them to have a satisfactory life. The same situation goes to higher education teaching personals. The educational sector is mostly regarded as the backbone of a country since good leaders are born through the learning process that they encounter in their schooling life. Hence, educators must experience high job satisfaction to be able to produce high quality and excellent students who will help in the up growth of the nation. The purpose of this study is to identify the relationship between habitual physical activity towards job satisfaction that is being experienced by the lecturers of University Malaysia Sabah. The survey design was adopted using validated instruments including Baecke Questionnaire for Measurement of a Person's Habitual Physical Activity (Beacke et al., 1982) and Job Satisfaction Survey (Spector, 1994). Thus, the results indicated that all the variables listed above do have a significant relationship with job satisfaction experienced by the lecturers.

Keywords: Job Satisfaction & Habitual Physical Activity

INTRODUCTION

Job satisfaction as a “state of mind determined by the extent to which the individual perceives his or her job-related needs being met” (Evans, 1997). Job satisfaction can also be explained as emotional enjoyment that one experiences as a result of assessing ones’ job as the achievement the person values (Abu Saad, and Hendrix, 1995). Job satisfaction is a process of development of the employees’ attitude towards their job and the job condition that is being experienced by them (Luthans, 1994). Job satisfaction represents the expression of the employees’ attitudes variables (Pay, Promotion, Supervision, Fringe Benefits, Contingent rewards, Operating conditions, Co-workers, Nature of work and Communication) that is calculated. However, someone feels concern about the task that they do in their job, as well as totally different sides of their duty (Spector, 1997).

A case study which has been conducted in Malaysia by Abu Bakar (1985) reported that academic staffs tend to experience lower satisfaction when it comes to job satisfaction these particular job aspects: achievement interpersonal relations, recognition, responsibility, the work itself, working conditions, advancement, job security, status, job and personal life. A study done by Hall, Pearson, and Carroll (1992) on Teachers' long-range teaching plans: A discriminant analysis reported in their study that they have found out that the teaching workforce (lecturers) who have decided to resign their profession earlier can be identified from those who have decided to continue their profession by their work-related attitudes, perceptions, and reactions.

Problem Statement

Job satisfaction among academic staff or to be specific lecturers is one of the key issues in the education sector and this is considered as a hot topic to discuss (Nor, N. M., and Hassan, 2014). There is a substantial number of studies done in the past 80 years based on industrial and organization setting with job satisfaction (Platsidou, and Diamantopoulou, 2009). Job satisfaction has been studied multiple times in both primary and secondary schools’ education settings. However, the information that is being acquired by observation and experiment regarding job satisfaction in higher education professionals are still lacking in international literature throughout the world (Oshagbemi, 2003).

Platsidou and Diamantopoulou, (2009) mentioned that most of the research that has been done on job satisfaction among studies are mainly focused on organizational business and industrial based workers. The evidence clearly showed that job satisfaction of academic members in higher education settings of the developing countries is severely lacking and there is a gap which needs to be filled (Garrett, 1999; Hean, and Garrett, 2001; Ssesanga, and Garrett, 2005; Eyupoglu, and Saner, 2009). Santhaparaj and Syed (2005) who did a study on job satisfaction among academic staffs in private universities in Malaysia mentioned that although there are many job satisfaction studies out there which have been done by other researchers, only a few job satisfaction studies focused on the academicians has been done and most of the studies were reported before 1981. They also added that although there are studies on job satisfaction among academicians most were focused in the United States of America and the United Kingdom, and the study of job satisfaction among academicians in Malaysia is still dearth (Santhaparaj and Syed, 2005).

One of the variables that contribute to job satisfaction is habitual physical activity. Several researches have been carried out on habitual physical activity which indicated that the employees who maintain regular habitual physical activity practice and maintain the same level of fitness throughout the years have obtained a significant benefit by this particular practice (Norvell, and Belles, 1993; Wolfe, and Parker, 1994; Wattles, and Harris, 2003).

Some of the benefits mentioned included a well-maintained level of blood pressure and an increase in the energy of these individuals. However, another research done by Parfit, Rose, and Burgess (2006) in the psychological and physiological responses of sedentary individuals to prescribed and preferred habitual physical activity found out that about 60% of people who took up habitual physical activity program tend to stop in six months due to multiple reasons such as having a busy lifestyle, family commitments and lack of time. There are some individuals would think that they only need to have a habitual physical activity a day to achieve their benefits. This is a misconception that is lurking among people. The key to maintaining good physical fitness to maintain a regular habitual physical activity routine in the individual's daily life.

According to Moore (2010) many managers tend to support the notion that a healthy worker who is physically fit will help create a healthy environment for a workplace that will not consist of absenteeism. A study conducted by Beacke, Burena, and Frijters (1982) on 306 participants showed that there is a positive relationship between the lean body mass of the participants and the physical activities that they do at their workplace daily. Besides, they also reported that such a program has positively influenced the workers in both physiological and psychological variables. If a participant has benefited from the regular habitual physical activity practice, they would tend to stick to it and follow it to prolong the benefits that they have achieved (Wolfe and Parker, 1994).

Many employees tend to avoid themselves from participating in such habitual physical activity programs because they often miscalculate the level of fitness for an individual to be regarded as physically fit and the remaining of them are just too shy of their body image (Dreyfuss, 1996).

Even though there are clear benefits to employees who practice habitual physical activity regularly, there is also a debate on whether habitual physical activity influences an employees' variable such as absenteeism and job satisfaction (Moore, 2010). Habitual physical activity in the organizational setting has caught the eyes of many researchers throughout the decade and the findings have shown a positive effect on job satisfaction experienced by the employees (Gebhardt, and Crump, 1990; Norvell, and Belles, 1993; Bellarosa, and Chen, 1997). However, there are studies conducted by other researches showing a non-significant result when comes to these variables (Kirkcaldy, and Cooper, 1993; Degroot, and Kiker, 2003) therefore, this study will be used to identify the relationship between habitual physical activity and job satisfaction in the setting of University Malaysia Sabah lecturers.

The specific objective is as follows:

- To identify the relationship of habitual physical activity on the job satisfaction among University Malaysia Sabah Lectures.

METHODOLOGY

Research Subject

The participants chosen for this study are the University Malaysia Sabah (UMS) lecturers. The number of universities in Malaysia has increased drastically in the past few years. This situation could cause lecturers to feel uncomfortable in their workplace as their management is being pushed to face competitive pressure from other universities in this country. This situation could cause the academicians to face a lot of stress and eventually affect their level of workplace satisfaction and also physical and mental health (Ahsan et al., 2009). The reason the lecturers from this particular university are chosen was because the lecturers who work here come from different races and ethnicity.

Research Design

The study will be carried out using quantitative research design. The quantitative research design is often used to study the relationship between one or more variables in a study (Baxter and Jack, 2008). The survey by questionnaire is used to obtain data where the participants are given a series of self-administrated questionnaires according to the variable for them to be answered. The survey questionnaire is the most effective technique which will be carried out to collect data in a large volume of sample and to also save a lot of time.

Sampling Technique

As mentioned, the subjects that have been chosen as participants are the University Malaysia Sabah lecturers. Units of analysis are those units that initially described for the ultimate purpose of aggregating their characteristics to describe some larger group or explain some abstract phenomenon (Babbie, 1986).

Instruments

The Questionnaire of Habitual Physical Activity (Beacke et al., 1982)

The origin of Beacke Habitual Physical Activity questionnaire is from Holland and was published in the year 1982. This instrument is made up of 16 questions and these 16 questions have 3 separate components in them. The three components are work index, sports, and the leisure-time index. The sample of questions in the work index is at 'work I sit' and 'at work, I stand'. For sports, the sample question is 'In comparison with others my age I think my work is physical'. For the leisure time, the sample

of questions is ‘during leisure time I sweat’ and ‘during leisure time I watch television’.

Job Satisfaction Survey (Paul E. Spector, 1994)

A job satisfaction survey was created by Spector in 1994. This questionnaire consists of 36 items and a combination of nine facets which calculate the workers’ impression about the job that is done by them and also the aspects of the jobs. Each of the jobs is assessed with several four items and the total score is computed from all the items. An addition rating scale format is incorporated, with five choices per item which are from strongly disagree to strongly agree. The items in the questionnaire is written in both directions which make about half of the questions that should be reversed scored. The nine facets that are being covered by the Job Satisfaction Survey include Pay (items number 1, 10, 19, 28), Promotion (items number 2, 11, 20, 33), Supervision (items number 3, 12, 20, 33), Fringe Benefits (items number 4, 13, 22, 29), Contingent Rewards (performance-based rewards) (items number 5, 14, 23, 32), Operating Conditions [(required rules and procedures) (items number 6, 15, 24, 31)], Co-workers (item number 7, 16, 25, 34), Nature of Work (items number 8, 17, 27, 35), and Communication (items number 9, 18, 26, 36). The initial creation of the Job Satisfaction Survey was to be used in human service organizations; however, it is can be used by all organizations.

RESULT

The results in Table 1 shows that the descriptive analysis of respondents’ background and a correlation between habitual physical activity and job satisfaction among University Malaysia Sabah Lecturers

The results in Table 1 shows that the descriptive analysis of respondents’ background and correlation between habitual physical activity and job satisfaction among University Malaysia Sabah Lecturers. The sample respondents (University Malaysia Sabah DS45 lecturers) majority aged from 36 to 45 years old (61.2%), 38.8% aged 25 to 35 years old. The distribution of respondents’ gender was nearly equal, where male respondents consist of 43.3% while female respondents consist of 56.8%. Malay lecturers were 81.3%, 11.7% Chinese and 7.0% others race. Most of them were married (87.2%). More than a quarter of respondents (38.1%) have 3 children. Similarly, 27.5% of respondents have 2 children.

Table 1: Descriptive Statistic of the Demographic (N=273)

Variables Biography	Frequency	Percentage (%)
Age		
25 – 35	106	38.8
36 – 45	167	61.2
Gender		
Male	118	43.2
Female	155	56.8
Race		
Malay	222	81.3
Chinese	32	11.7
Others	19	7.0
Grade		
DS54	273	100.0
Marital Status		
Single	35	12.8
Married	238	87.2
No. of Children		
0	36	13.2
1	22	8.1
2	75	27.5
3	104	38.1
4	36	13.2

There Is No Significant Relationship Between Habitual Physical Activity and Job Satisfaction Among University Malaysia Sabah Lecturers.

In determining the relationship between habitual physical activity and job satisfaction, the Pearson product-moment correlation test was analysed between the scores of The Baecke Questionnaire of Habitual Physical Activity and Job Satisfaction Survey. The result of the test indicated that there is a significant relationship between habitual physical activity and job satisfaction $r(271) = .887$ $p < .01$. The result showed a positive correlation between habitual physical activity and job satisfaction. According to Guildford Rule of Thumb, the correlation between these two variables indicates a strong correlation. This result shows that the participants who maintain their habitual physical activity tend to have better job satisfaction than those who do not have a routine habitual physical activity. Similar findings of a positive correlation between habitual physical activity and job satisfaction were also reported by Kelley (2011). Hence, the null hypothesis in which there is no significant relationship between habitual physical activity and job satisfaction among

University Malaysia Sabah Lectures is rejected. The result of the correlation analysis between habitual physical activity and job satisfaction is shown in table 2.

Table 2: Correlation between Habitual Physical Activity and Job Satisfaction

		Job Satisfaction	
Habitual Physical Activity	Pearson Correlation	1	.887**
	Sig. (2-tailed)		.000
	N	273	

** . Correlation is significant at 0.01 level (2-tailed).

DISCUSSION

Discussion on the Reason for Job Satisfaction among University Malaysia Sabah Lecturers

The rate of job performance does affect the job satisfaction that is being achieved by the academicians in University Malaysia Sabah. There is an immense pressure that is being put forth on the shoulders of the lecturers in ensuring that they give their full potential to achieve the goal of making this university as one of the top research universities in the country. In 2015 Larrisa Lumadan reported in Utusan Sabah, a major newspaper in Sabah, that the University Malaysia Sabah vice-chancellor Datuk Dr. Harun Abdullah had mentioned that any part of the teaching workforce who underperforms from their usual level of performance will be taken into serious action and might also face the tendency of being fired from the organization which is the university. He also added that the lecturers should actively enlist themselves into more and higher quality research and publications of articles both nationally and internationally.

Thus, this situation shows that the lecturers in University Malaysia Sabah are undergoing a certain amount of pressure to maintain their performance and that there is clear evidence that there is a presence of immense workload faced by them.

IMPLICATION OF THE STUDY

Even though there are plenty of studies conducted by other researchers throughout the years on job satisfaction that are being experienced by the academicians in higher learning institutions, the studies were always

focused on the external factors which contribute to either the downfall or elevation of the job satisfaction experienced by the academicians. In this current study, all the variables included by the researcher are factors that can be easily controlled by the academicians which will be very useful for them in controlling their satisfaction towards their job. From the obtained result, it is very clear that the variables such as habitual physical activity, workload and gratitude do play a significant role in the relation of job satisfaction.

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