

**PERCEIVED SUPPORT AND INTENTION TO LEAVE: THE  
EFFECT ON NEW EDUCATORS**



**RESEARCH MANAGEMENT INSTITUTE (RMI)  
UNIVERSITI TEKNOLOGI MARA  
40450 SHAH ALAM, SELANGOR  
MALAYSIA**

**BY :**

**MAZIDA BINTI ISMAIL  
MURUGA A/L CHINNIAH  
NANI SHUHADA SEHAT**

**JANUARY 2013**

## Contents

1. Letter of Report Submission .....	iii
2. Letter of Offer (Research Grant) .....	iv
3. Acknowledgements.....	v
4. Enhanced Research Title and Objectives .....	vi
5. Report.....	1
5.1 Proposed Executive Summary.....	1
5.2 Enhanced Executive Summary .....	2
5.3 Introduction.....	3
5.4 Brief Literature Review .....	5
5.5 Methodology .....	7
5.6 Results and Discussion .....	8
5.7 Conclusion and Recommendation .....	12
5.8 References/Bibliography.....	14
6. Research Outcomes .....	16
7. Appendix .....	17

## 5. Report

### 5.1 Proposed Executive Summary

(Original proposal – 300 words) – 1 page only

The escalation of unemployed graduate's phenomena not only is a local issue but have become global. Clark (2009) reported that graduate unemployment in UK has soared 44 per cent in a year and is at its highest for more than a decade while 81,046 Malaysian graduates registered on labour exchange seeking job (*Electronic Labour Exchange, Ministry of Human Resources, 2009*). Through a lot of discussion and research done by researcher, academicians and authorities, half of the findings pointing back to education policies and educators. Thus in order to overcome this problem from becoming huge, ones must go back to the root factor that is the educators. As a human, certain individual needs must be satisfied first before they could deliver their knowledge appropriately. These include need for belongingness that contains affection and interaction with other people (eg. Organization, supervisor and co-worker) and esteem need that are gained through recognition. Nevertheless, the different workplace expectations brought by the new generation (McShane & Von Glinow, 2009) might give a different connotation to this situation. Therefore a study on the relationship of perceived support and intention to leave among new academician will be conducted. The purpose of this study are to examine the direct relationship between perceived support and intention to leave and then examine which type of support (namely organisational, supervisor and co-worker support) give the most influence to intention to leave. Data on 113 permanent new lecturers (served less than 3 years) in UiTM Segamat will be obtained using questionnaires and recorded and further analyse using SPSS Version 17. It is assumed that perceived support and intention to leave has a direct negative relationship and supervisor support is the most influential factor of intention to leave.

## **5.2 Enhanced Executive Summary**

The escalation of unemployed graduate's phenomena not only is a local issue but has become global. Thus in order to overcome this problem from becoming huge, one must go back to the root factor that is the educators. As humans certain individual needs must be satisfied first before they can deliver their knowledge appropriately. These include belongingness needs that contain affection and interaction with other people as well as esteem need that are gained through recognition. Therefore a study on the relationship of perceived support and intention to leave among new academicians will be conducted. The purpose of this study is to examine the direct relationship between perceived support and intention to leave among new educators and then examine which type of support (namely organisational support, supervisor support and co-worker support) gives the most influence to the intention to leave. Data on 70 permanent new lecturers (served less than 3 years) in UiTM's branch will be obtained using questionnaires and analysed using SPSS Version 17. It is assumed that perceived support and intention to leave has a direct negative relationship and supervisor support is the most influential factor of intention to leave.

### 5.3 Introduction

#### Problem Statement

In April 2008, Minister of Higher Education, YB Dato' Seri Mohamed Khaled Nordin on behalf of government speak its intention to increase the number of tertiary-educated workforce from 20% to 33% by 2010 and to make it reality, academic staff in universities would play a key role in producing quality graduates (The Star, 2008). Thus the university must create an environment that fosters a culture of excellence to attract the most able as well as motivate existing academic staff. In addition Mohd Kamel Idris (2010) in his research about strain in teaching and research among Malaysia academicians have found that strain has an impact on intention to leave. Therefore, in order to help the government achieve its mission and reduce the strain; a study on the support for new academicians is much needed.

#### Objectives

The purpose of this study is:

1. To examine the relationship between perceived support and intention to leave;
2. To examine which type of support (namely organisational, supervisor and co-worker support) gives the most influence on intention to leave.

The hypothesized model is shown below:

