

**TIME MANAGEMENT BEHAVIOR, JOB DEMAND-RESOURCES  
AND BURNOUT AMONG ACADEMICIANS**

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**UUM**  
Universiti Utara Malaysia

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By

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**UUM**  
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## ABSTRACT

This study evaluated the effects of time management behavior, job demand, job resources towards Burnout. A review of the academic staff in the district to the north, Malaysia is also assessing the burnout experienced by workers in the academic fields. Respondents were 157 academic staff includes lecturers around northern Malaysia, UUM, UiTM Merbok, UniMAP and USM. The data collected were processed collectively using the Statistical Packages for Social Science (SPSS ver.20). The data were collected through the use of questionnaires and online form. Statistical techniques used were the percentages, cross tabulation, correlation, and multiple regression analysis for finding answers to research questions that formed. All three hypotheses were accepted that the value of multiple regression showed JD, JR and TMB significantly to burnout at levels not exceed 0.05. Multiple regression results also show that all these variables significantly to burnout and explain 33.6% ( $r^2 = 0.336$ ,  $F = 25,823$ ,  $p \leq 0.05$ ) total variance.

The study also found that university management should take proactive steps to meet the demands of jobs and job resources, encourage employee time management behavior is observed mainly ensure that burnout does not happen in the workplace. Thus, the organization can give recognition to employees when they apply new knowledge in the workplace, provide financial resources for development and growth promoting employee participation in providing activities in the organization.

**Keywords:** *Burnout, Time Management Behavior, Job Demand, Job Resources*

## ABSTRAK

Kajian ini menilai kesan-kesan tingkah laku pengurusan masa, permintaan kerja, sumber-sumber kerja terhadap Burnout. Kajian dalam kalangan staf akademik di sekitar daerah utara, Malaysia ini juga menilai tahap burnout yang dialami oleh para pekerja dalam golongan akademik ini. Responden terdiri daripada 157 staf akademik meliputi pensyarah-pensyarah di sekitar utara Malaysia iaitu, UUM, UiTM Merbok, UniMAP dan juga USM. Data yang dikumpulkan telah diproses secara kolektif dengan menggunakan *Statistical Packages for Social Science* (SPSS ver.20). Data-data yang telah dikumpul melalui penggunaan borang soal selidik dan borang atas talian (online form). Teknik statistik yang digunakan pula adalah secara pemeratusan, jadual silang, korelasi Pearson, dan analisis regrasi pelbagai bagi mencari jawapan untuk setiap persoalan kajian yang dibentuk. Ketiga-tiga hipotesis diterima di mana nilai regrasi pelbagai menunjukkan JD, JR dan TMB signifikan terhadap burnout pada aras tidak melebihi 0.05. Keputusan regrasi pelbagai juga menunjukkan bahawa kesemua pembolehubah ini signifikan terhadap burnout dan menjelaskan 33.6% ( $r^2 = 0.336$ ,  $F = 25.823$ ,  $p \leq 0.05$ ) jumlah varians .

Implikasi kajian mendapati pengurusan universiti perlu mengambil tindakan proaktif untuk memenuhi permintaan pekerjaan dan sumber pekerjaan pekerja, menggalakkan tingkah laku pengurusan masa pekerja diperhatikan terutama memastikan burnout yang tidak berlaku di tempat kerja. Oleh itu, organisasi boleh memberi pengiktirafan kepada pekerja apabila mereka menggunakan pengetahuan baru di tempat kerja, menyediakan sumber-sumber kewangan untuk pembangunan pertumbuhan dan menggalakkan penyertaan pekerja dalam menyediakan aktiviti dalam organisasi.

**Kata kunci:** *Burnout, Tingkah laku Pengurusan Masa, Permintaan Kerja, Sumber-sumber kerja.*

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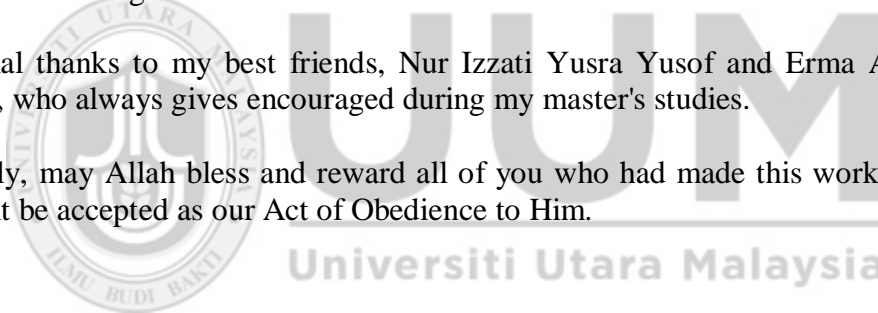
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## Table of Content

<b>PERMISSION TO USE</b>	i
<b>ABSTRACT</b>	ii
<b>ABSTRAK</b>	iii
<b>ACKNOWLEDGEMENT</b>	iv
<b>TABLE OF CONTENT</b>	v
<b>LIST OF TABLES</b>	viii
<b>LIST OF FIGURES</b>	ix
<b>LIST OF ABBREVIATIONS</b>	x
<b>CHAPTER 1: INTRODUCTION</b>	1
1.1 Background of the Study	1
1.2 Problem Statement	6
1.3 Research Questions	9
1.4 Research Objectives	10
1.5 Significance of the Study	11
1.6 Scope of the Study	12
1.7 Definition of Variables	12
1.8 Organization of the Thesis	14
1.9 Summary	15
<b>CHAPTER 2: LITERATURE REVIEW</b>	16
Introduction	16
2.1 Burnout	16
2.2 Review of Literature on Time Management Behavior, Job Demand-Resources	20
2.3 Underpinning Theory	28

2.4 Research Framework	30
2.5 Hypotheses Development	30
2.6 Summary	33
<b>CHAPTER 3: METHODOLOGY</b>	<b>34</b>
3.1 Introduction	34
3.2 Measurement	35
3.3 Questionnaire	35
3.4 Dependent Variable	37
3.5 Independent Variables	39
3.6 Research Design	42
3.7 Population and Sample	43
3.8 Data Sampling Method	44
3.9 Pilot Test	44
3.10 Procedure for Data Collection	46
3.11 Data Analysis Techniques	46
3.12 Summary	50
<b>CHAPTER 4: FINDINGS</b>	<b>51</b>
4.1 Introduction	51
4.2 Respondent's Demographic Information	51
4.3 Data Screening	54
4.4 Factor Analysis	54
4.5 Reliability Analysis	57
4.6 Correlation Analysis	58
4.7 Multiple Regression Analysis of the Variables	60



4.8 Summary	63
-------------	----

**CHAPTER 5: DISCUSSION, RECOMMENDATIONS AND CONCLUSIONS** 64

5.1 Introduction	64
------------------	----

5.2 Relationship between Job Demand and Burnout	65
---	----

5.3 Relationship between Job Resources and Burnout	66
--	----

5.4 Relationship between Time Management Behavior and Burnout	67
---	----

5.5 Implications of Research Findings	68
---------------------------------------	----

5.6 Limitation of the Study	69
-----------------------------	----

5.7 Recommendations for Future Research	70
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5.8 Summary	71
-------------	----

<b>REFERENCES</b>	72
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<b>APPENDIXES</b>	82
-------------------	----

Appendix A: Questionnaire Survey	82
----------------------------------	----

Appendix B: SPSS Outputs	89
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## List of Tables

Table 1.1 Definitions of Variables	12
Table 3.3 Questionnaires Section	37
Table 3.4 Operational Definition and Items for Burnout	38
Table 3.5 Operational Definition and Items for Job Demand	39
Table 3.6 Operational Definition and Items for Job Resources	40
Table 3.7 Operational Definition and Items for Time Management	41
Table 3.8 The Result of Reliability Analysis for Pilot Study	48
Table 4.1 Respondents Demographic Characteristics	53
Table 4.2 Summary of Exploratory Factor Analysis Results for Burnout	55
Table 4.3 The Percentage of Variance for Factor 1 and 2	56
Table 4.2 Summary of Exploratory Factor Analysis Results for Burnout	56
Table 4.3 The Percentage of Variance for Factor 3 and 4	57
Table 4.4 The Result of Reliability Analysis	58
Table 4.5 Correlations and Descriptive Statistics	59
Table 4.6 Multiple Regression of Job Demand, Job Resources and Time Management Behavior on Burnout	61
Table 4.7 Summary of Hypothesis Testing	62

## List of Figures

Figure 2.1 Research Framework

30



## List of Abbreviations

<b>Abbreviation</b>	<b>Description of Abbreviation</b>
UUM	Universiti Utara Malaysia
UiTM	Universiti Teknnologi Mara
UniMAP	Universiti Malaysia Perlis
USM	Universiti Sains Malaysia
SPSS	Statistical Package for Social Science
KMO	Kaiser-Mayer Olkin
VARIAMAX	Varian Maximum
COR	Conservation of Resources Theory



# CHAPTER ONE

## INTRODUCTION

### 1.1 Introduction

This chapter briefly explains about the background of education system at large, Malaysian higher education system and the effects of time management behavior and job demand, job resources on burnout that happen among academic staff. This study conducted to identify the causes of burnout among this type of educators in order to achieve Ministry of Education future's plans and strategies. Besides that this chapter also highlights the problem statement of the study, research questions, and research objectives, significance of the study, definition of key terms, scope and limitation and lastly the conclusion of the chapter research study.

### 1.2 Background of The Study

Education is the process to facilitating learning. It involve of knowledge, skills, values, beliefs and habits of a group of people which are transferring to other people and research. Education in large as we know easily formally divided into several stages such as preschool, primary school, secondary school. After that it will turning to higher education systems like college and university.

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