

## **Higher authority organizational stressors among higher education deans: A multiple case study**

### **ABSTRACT**

Purpose – The purpose of this paper is to identify higher authority organizational stressors encountered by higher education deans. Design/methodology/approach – This current research employed a qualitative approach utilizing a contextual paradigm with a multiple case study methodology. Findings – Out of ten investigated deans in a public higher education institution in Malaysia, nine reported experiences of organizational stressor elements arising from higher authority. Three non-overlapping subthemes were systematically discovered. Practical implications – Successful identification of these higher authority organizational stressors has implications for higher education management policies. Policies that reduce or eliminate these stressors may create a positive and progressive environment for deans and the higher education field. Originality/value – This study will thus serve to promote a deeper understanding of higher authority organizational stressors encountered by higher education deans.