

The Impact of Income on academic staff Job Satisfaction at Public research Universities, Malaysia

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Abstract

The presence of job satisfaction as a vital factor amongst academic staff in university is too considerable. Furthermore, recognizing principal factors that influence on job satisfaction assumed much significant, because of these factors appear various normal and abnormal behavior at workplace. In this case, the present study focused on income as external factor that impacts on job satisfaction and examines the association between these two factors among academic staffs at public universities in Malaysia. The sample of the study was 440 academic staff that worked in public universities and completed the job descriptive index inventory. Additionally, the result showed there is significant relationship between income and the amount of job satisfaction that analyzed by ANOVA test. As well, the existing paper supports the effect of income on job satisfaction among academic staff.

Keywords: income, job satisfaction, and university academic staff

Introduction

Job satisfaction is one of the precise factors that influences on different aspects of physical and mental of staff and most of the time affected by internal and external factors (Yeop Yunus & Ishak, 2012). In reality, job satisfaction is an innermost feeling that distinct as basic human need and assumed as one of main factors in human resources at educational center (Mohammad, Quoquab Habib, & Alias, 2011). This feeling defined as a substantial topic in human resources and has lots of usage at university (Maharjan, 2012). Because of important role of job satisfaction and effect of it in high level of staff performance, attention to the factors that influence on job satisfaction is

very fundamental. These factors can perform on staff's feeling and change their attitudes and feeling toward job and work environment (Eslami & Gharakhani, 2012).

In line with, Worrell (2004) explained job satisfaction determined in basic human needs and plays central role in every organization. The presence of this factor is very vital and lack of consciousness to it creates different issues at university. This issue leads to several industrial misbehaviors that so threaten for educational organization. In fact full, the existence of job satisfaction assumed as a crucial necessary item and rejecting it emerge some abnormal organizational behavior such as dissatisfaction at university. Most of the time, dissatisfy staff

prefer to leave workplace earlier and illustrate burnout signs at work (Gebremichael & Rao, 2013). Furthermore, realizing effective factors that improve the amount of job satisfaction among academic staff is very important. Additionally, one of the main factors which influences on job satisfaction is income that should consider by university (Ghafoor, 2012). In this regard, some researchers such as Kamal and Hanif (2009) described that income is a stimulator factor and provides convenient situation for growing staff performance at university. On the other word, attending to job satisfaction as central factor that developed by income is very imperative.

Objective

Based on the role of income on the amount of job satisfaction, in current study pointed to study the effect of income on academic staff job satisfaction in public universities in Malaysia.

Literature

According to the role of job satisfaction as basic human need in educational organization and the effect of various factors on it, considering to these factors is more critical. Furthermore lack of responsiveness to these factors creates numerous abnormality behaviors at university. Income is one of the vital factors which improves satisfaction amongst staff and increases well-being between human resources at workplace (Wunder & Schwarze, 2006). Based on these researchers' view, the income has high contribution in improving of job satisfaction and

welfare. Kamal and Hanif (2009) explained that income assumed as a principle factor and provides expedient situation for progressing of staff performance at university. In addition, Hardigan and Carvajal (2007) described income is one of the external factor that predicts the amount of satisfaction in education areas. Regards to Shallal (2011) one of the main factors that has strong relation with this inner feeling of staff toward their job is income. Regarding to Bakan and Buyukbese (2013) there is significant association between job satisfaction and level of income and staff show better performance at workplace. In fact full, presence of such as these factors should be managed by educational organization and determined in regular program for monitoring satisfaction among staff (Dawal & Taha, 2006).

Theoretical framework

There are different theories that focused on job satisfaction which amongst them, The Herzberg Theory as basic and main theory referred to job satisfaction. The Herzberg Theory explained the presence of factors that create satisfaction and in some cases dissatisfaction. In this theory described that job satisfaction assumed as basic human need that drives from improvements of self that determined in first level (Tan & Waheed, 2011). Herzberg Theory designated satisfaction and dissatisfaction are separately items that influenced by various factors (Reid-cunningham, 2008). In this theory denoted there are two sets of factors that leads to satisfaction and dissatisfaction that should be recognize by

managers. In fact, for increasing job satisfaction consider to nature of the work and for reducing dissatisfaction should be focused on job environment (Aziri, 2011).

Method

In this study 440 academic staff from several public universities in Malaysia was selected to fill in the questionnaire. The number of sample was chosen based on Morgan and Krejcie's table (Krejcie & Morgan, 1970). Job descriptive index inventory was used in present study that proposed by Brodke et al (2009). The inventory included 72 items that measures five sides of job satisfaction such as work itself, pay, promotion, supervision, and coworkers. The Cronbach's coefficient alpha based on original inventory for each of items was work itself (.90), pay (.88), promotion (.91), supervision (.92), and coworkers (.92). The inventory included 3 parts, namely: yes, no and I am not sure to response the questionnaire. The academic staff selected

by multistage sampling techniques from public research universities such as university Malaya, University Kebangsaan Malaysia and university Putra Malaysia that are located in Klang valley Malaysia.

Results

Results of current study show the relationship between job satisfaction and income among academic staff in public research universities. The income determined in four groups based on the amount of staff' receive (less than 6000rm, 6000- 7500rm, 7500-9000rm and more than 9000rm) 1\$ =3.20rm. Table 1 illustrates this relation and classification. In this table demonstrates analysis of data by ANOVA test. There is statistically significant difference between levels of income and job satisfaction $F(4/436) = 7.20, P < 0.001$. Generally, job satisfaction predicted by income at university and the level of income has direct related with the amount of job satisfaction.

Table 1
The results of ANOVA test for impact of income on job satisfaction

Socio-demographic profile	n	M	SD	df	F	p
Income	<6000	133	90.50	6.70	436	7.20
	6000-7500	80	92.70	5.93		
	7500-6000	91	92.33	6.00		
	+9000	136	94.60	6.40		

Discussion

The goal of current study was to investigate the impact of income on academic staff job satisfaction at public research universities in Malaysia. The findings illustrated the levels of income have considerable effect on job satisfaction of academic staff and can predict the amount of this inner feeling, clearly. According to the Herzberg's Motivation-Hygiene Theory, staff need to motivate by some external motivators to assure their satisfaction at the first level of human needs and followed the Maslow's Hierarchy of Needs (1954) (Heylighen, 1992). This fact refers to external factors that exist at environment and should be consider by educational organization. On the other word, income as one of the external factors supports this basic need.

Actually, the findings of this study verify previous studies that examined the relation between job satisfaction and income particularly among academic staff and show the presence of direct effect of income on job satisfaction. In line with, Hardigan and Carvajal (2007) explained there is significant association between income and job satisfaction and the income predicts levels of satisfaction among staff. In addition, Puriene, Petrauskiene, Janulyte and Balciuniene (2007) explained there is positive relative between income and high level of job satisfaction at

work environment. On the contrary, Vanin (2001) described there is significant relationship between male's income with job satisfaction but there is no significant association between female's income with job satisfaction.

Generally, the findings of present study demonstrated income as positive motivator increase level of satisfaction and support staff's need at university. In point of fact, this effectiveness of income among academic staff was same in all universities, approximately.

Conclusion

The study recognized that the income has substantial effect on job satisfaction of academic staff. Truly, the finding of study has demonstrated that income has significant relationship with job satisfaction and can predict the amount of this inner feeling at workplace. In reality, job satisfaction assumed as one the main factor at university that should be consider by managers of universities and improve the amount of their needs toward work and its environment. On the other word, achieving this requires related to powerful management at university. However, this research focused on income as external factor that has meaningful effect on job satisfaction at public universities and should be manage and protect by university.

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