

UNIVERSITI TEKNOLOGI MARA

**A STUDY ON OCCUPATIONAL STRESS AND
WORK COMMITMENT OF TEACHERS TAKING UP
LONG-DISTANCE LEARNING IN KUCHING,
SARAWAK.**

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**Thesis submitted in fulfillment of the requirements for the degree of
Master in Education (M. Ed. TESL)**

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ABSTRACT

The purpose of this study was firstly, to investigate the level of occupational stress and work commitment of teachers taking up long-distance learning in Kuching, Sarawak. Secondly, to rank the occupational stress domains they experienced and finally, to determine the relationships between the occupational stress and work commitment. The samples comprised 121 TESL teachers conveniently selected from Open University Malaysia, Sarawak. The five domains of occupational stress were identified and discussed. The relationship between occupational stress domains and demographic information such as gender, marital status, school level, school location and years of teaching experience were studied. Frequency and correlation analyses were utilized to investigate the hypothesized relationship. Findings indicated that majority teachers were very stressful and the main stressor was the external domain. This was later followed by the time, student, school and personal domains. The findings revealed a significant relationship between occupational stress and work commitment of teachers taking up long-distance learning. However, there was no strong significant relationship between occupational and demographic variables. Therefore, it was concluded that causes of stress among teachers were the result of constant changes in the education system and the demand by the Ministry of Education. The study also implied that the more committed the teachers to their work, the more stressful they would become. The overall results of the finding showed that teachers doing long-distance learning were moderately stressful but preferred to be committed to their work.

ABSTRAK

Tujuan utama kajian ini adalah untuk mengenalpasti tahap stres dan komitmen kerja para guru yang mengikuti pendidikan jarak jauh di Kuching. Kedua, ialah untuk mengenalpasti domain stres yang mereka alami dan yang terakhir ialah untuk menentukan hubungan di antara stres dan komitmen kerja. Sampel kajian ini terdiri daripada 121 orang guru yang mengikuti kursus Pengajaran Bahasa Inggeris sebagai Bahasa Kedua (TESL) di Universiti Terbuka Malaysia, Sarawak. Lima jenis domain stres kerja telah dikenalpasti dan dibincangkan. Hubungan di antara domain stres kerja dan maklumat demografi seperti jantina, taraf perkahwinan, tahap persekolahan, lokasi sekolah dan pengalaman bekerja telah juga dikaji. Frekuensi dan korelasi analisis telah digunakan untuk mengkaji hubungan hipotesis. Dapatan kajian ini menunjukkan majoriti guru mengalami tekanan stres sangat tinggi dan penyebab utaman ialah daripada domain luaran. Seterusnya diikuti oleh domain masa, domain pelajar, domain sekolah, dan domain peribadi. Dapatan kajian ini juga menunjukkan hubungan yang signifikan di antara stres kerja dan komitmen kerja para guru yang mengikuti pendidikan jarak jauh. Walau bagaimanapun, tidak terdapat hubungan signifikan yang kukuh di antara stres kerja dengan ciri-ciri demografi. Justeru itu, rumusan dibuat bahawa penyebab utama stres di kalangan guru adalah disebabkan perubahan yang kerap berlaku di dalam sistem pendidikan dan permintaan yang kurang realistik daripada Kementerian Pelajaran. Kajian ini juga menunjukkan bahawa guru yang lebih komited terhadap tugas mereka akan mengalami tahap stres yang lebih tinggi. Secara keseluruhannya kajian ini menunjukkan para guru yang mengikuti pendidikan jarak jauh adalah pada tahap stres yang sederhana namun tetap komited dengan tugas masing-masing.

Candidate's Declaration

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the result of my work, unless otherwise indicated or acknowledged as referenced work. This topic has not been submitted to my other academic institution or non-academic institution for any other degree or qualification.

In the event that my thesis be found to violate the conditions mentioned above, I voluntarily waive the right of conferment of my degree and agree be subjected to the disciplinary rules and regulations of Universiti Teknologi MARA.

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