

THE RELATIONSHIP BETWEEN WORKLOAD AND STUDENTS' DISRUPTIVE BEHAVIOURS WITH TURNOVER INTENTION AMONG ACADEMICIANS OF PRIVATE HIGHER EDUCATION INSTITUTIONS: BOREDOM AT WORKPLACE AS MEDIATOR

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ABSTRACT

Boredom is widespread contagious bacterial experienced by all occupational levels at increasing trend and that influences employees' affection, cognition, and well-being. However, limited studies are carried out to investigate the influence of boredom at workplace on turnover intention. In academia, academicians are mentally and physically overloaded due to heavy workload and student disruptive behaviour. Therefore, this study investigates the relationship between workload, student disruptive behaviour, and turnover intention among academicians. A quantitative study was conducted to obtain the data from 279 academicians working for 20 private higher education institutions (PHEIs) in Sarawak. The results showed that workload was negatively associated with turnover intention, while student disruptive behaviours were positively associated with turnover intention. A structural mediation model showed that workload was negatively associated with boredom which led to positive association with turnover intention. In contrast, student disruptive behaviour was positively associated with boredom and which resulted in turnover intention. After performing bootstrapping, the result confirmed the presence of boredom as mediator. PHEIs should establish technologies and facilities to reduce the academicians' workload. The academicians should also be provided with trainings related to class management and learning tools in order to minimize their boredom and turnover intention.

Keywords: JD-R Theory; Boredom at Workplace; Turnover Intention; Job Demands; Workload; Student Disruptive Behaviours.

Paper presented at USJC Oct 2017, Pullman Hotel : Kuching

Published: International Journal of Business and Society (2017). 17 (4)

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