



**Faculty of Cognitive Sciences and Human
Development**

**The Impact of Workplace Challenges on Suicidal Ideation among
Correctional officers**

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Doctor of Philosophy

2024

The Impact of Workplace Challenges on Suicidal Ideation among Correctional officers

Mohd Razali Othman

A thesis submitted

In fulfilment of the requirements for the degree of Doctor of Philosophy

(Counselling)

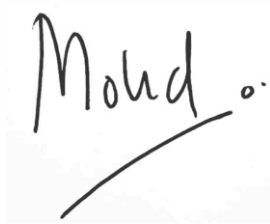
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UNIVERSITI MALAYSIA SARAWAK

2024

DECLARATION

I hereby declare that the work entitled “The Impact of Workplace Challenges on Suicidal Ideation among Correctional officers” is my original work. I have not copied from any other students’ work or from any other sources except where due reference or acknowledgement is made explicitly in the text, nor has any part been written for me by another person. The thesis has not been accepted for any degree and is not concurrently submitted in candidature of any other degree.



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Date: 11/10/2024

ACKNOWLEDGEMENTS

First and foremost, I would like to extend my deepest appreciation to my supervisors, Prof Madya Dr Nor Mazlina Ghazali and Dr Nur Fatihah Abdullah Bandar, whose unwavering dedication, expertise, and mentorship have been indispensable. Their insightful feedback, constructive criticism, and scholarly guidance have shaped my research and propelled me to achieve my best.

I am grateful to the faculty and staff of the Faculty of Cognitive Sciences and Human Development for providing a conducive academic environment and granting access to resources that have been vital to the successful completion of this research. The support and opportunities offered by the university have played an instrumental role in shaping my academic and research journey.

To my wife, Rosmawati Paimin and my incredible children, Izzat, Najwa, Nida, Irfan, Naura and Ieman, thank you for being my rock, confidante, and source of strength. Your unwavering belief in my abilities, endless encouragement, and sacrifices made on our family's behalf has allowed me to fully immerse myself in this rigorous academic pursuit. Your love, understanding, and unwavering support have been the driving force behind my accomplishments. I am forever grateful for your unwavering faith in me.

I would like to extend my heartfelt gratitude to Fatin, Su, Tasnim, Shaza, Haha and Jes, whose invaluable assistance and dedication have been instrumental in completing my PhD thesis. Their unwavering support, commitment, and willingness to lend a helping hand have significantly impacted the outcome of this thesis.

I would like to express my gratitude to the participants of this study, whose voluntary involvement and valuable contributions have enriched the findings of this research. Their

willingness to share their experiences and perspectives has added depth and significance to the outcomes of this thesis.

In conclusion, I am humbled and indebted to all those who have played a role in shaping this doctoral thesis on counselling. Your support, guidance, and encouragement have been pivotal in my academic and personal growth as a counsellor. I am honoured to have had the opportunity to work with such exceptional individuals and institutions, and I am excited to contribute to the field of counselling as I move forward in my career. Thank you all for being part of this remarkable journey.

ABSTRACT

This study aims to investigate the impact of workplace challenges on suicidal ideation among correctional officers in Malaysia. There were 258 correctional officers involved in this study. The respondents were selected by using the cluster random sampling technique. This study utilised the quantitative research design. Employee's problems were assessed by using the Employee Needs Assessment Inventory (ENAI), and suicidal ideation was based on the Interpersonal Needs Questionnaire (INQ). Pearson Product Moment Correlation Coefficient and Multiple Regression are used to analyse the results of this study. Based on the findings, there was a significant correlation between personal-related problems (health, financial, family) and suicidal ideation, ($r = .444$, $N = 258$, $p < .05$), work-related problems (work, interpersonal relationship, work environment) and suicidal ideation, ($r = .331$, $N = 258$, $p < .05$). Other problems that contributed to the significant correlations of suicidal ideation were health, financial, family, work, interpersonal relationship and work environment, $r = .444$; $p < .05$, $r = .323$; $p < .05$, $r = .281$; $p < .05$, $r = .330$; $p < .05$, $r = .262$; $p < .05$, $r = .276$; $p < .05$ respectively. Multiple regression analysis reported that personal problems influenced suicidal ideation ($R^2 = .20$, $F(1, 256) = 62.867$, $p < .05$). The work-related factors also influenced suicidal ideation ($R^2 = .11$, $F(1, 256) = 31.31$, $p < .05$). In conclusion, the implications of the research were divided into two categories, the theoretical and practical implications. In terms of theoretical implication, the model underlying the research signified that employee problems indicate a significant positive relationship with suicidal ideation. Practically, exploring and understanding employee problems can guide the development of interventions in tackling these issues. Future studies could also be performed across different industries and areas of work to widen this study's scope.

Keywords: Workplace challenges, suicidal ideation, correctional office, mental health, occupational stress