

## **RELATIONSHIPS BETWEEN WORK LIFE QUALITY OF TEACHERS WITH WORK COMMITMENT, STRESS AND SATISFACTION: A STUDY IN KUCHING, SARAWAK, MALAYSIA**

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**Abstract.** This study examined the relationships between quality of work life and work commitment, work stress and work satisfaction. This study also investigated the differences in work life quality, work commitment, work stress and work satisfaction based on demographic variables and the relationships amongst the variables. Questionnaire data was collected from a cross-sectional survey administered to 110 permanent teachers at a government secondary school in Kuching, Sarawak, Malaysia. Findings in this study showed that the respondents only had moderate work life quality. There were also moderate relationships between work life quality and work commitment, stress, and satisfaction but there were no differences in the quality of work life based on demographic variables. However there were differences in work commitment based on gender. This research also revealed that there were also no differences in work stress and satisfaction based on the same demographic variables. Similarly, the findings suggested that work commitment, work stress and satisfaction were not significantly correlated. Work life quality of teachers could still be improved to ensure that students gain maximum benefits from teaching and learning practices in the classrooms.

*Keywords:* Work life quality; work commitment; work stress; work satisfaction

**Abstrak.** Kajian ini bertujuan mengkaji hubungan antara kualiti kehidupan bekerja dengan komitmen kerja, tekanan kerja dan kepuasan bekerja. Seterusnya kajian ini juga menentukan perbezaan dalam kualiti kehidupan bekerja, komitmen kerja, tekanan kerja dan kepuasan bekerja berasaskan pemboleh ubah demografi serta hubungan di antara pemboleh ubah yang dikaji. Data diperolehi berasaskan soal selidik daripada kajian berbentuk tinjauan dalam kalangan 110 guru tetap di sebuah sekolah menengah di Kuching, Sarawak, Malaysia. Dapatan kajian menunjukkan bahawa responden mempunyai kualiti kehidupan bekerja yang sederhana. Di samping itu, terdapat hubungan yang sederhana antara kualiti kehidupan bekerja dan komitmen kerja, tekanan kerja dan kepuasan bekerja guru. Tidak terdapat perbezaan dalam kualiti kehidupan bekerja berasaskan ciri-ciri demografi. Namun terdapat perbezaan dalam komitmen kerja berasaskan jantina guru, tidak terdapat perbezaan dalam tekanan kerja dan kepuasan bekerja berdasarkan ciri-ciri demografi yang sama. Begitu juga, dapatan kajian menunjukkan tidak terdapat hubungan antara komitmen kerja, tekanan kerja dan kepuasan bekerja. Namun, kualiti kehidupan bekerja perlu ditingkatkan untuk memastikan pelajar mendapat faedah maksimum daripada proses pengajaran dan pembelajaran dalam bilik darjah.

*Kata kunci:* Kualiti kehidupan bekerja; komitmen kerja; tekanan kerja; kepuasan bekerja

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