

**ORGANIZATIONAL STRESSORS AMONG DEANS
OF PUBLIC UNIVERSITIES IN SABAH**

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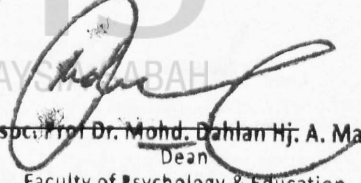
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DECLARATION

I hereby declare that the material in this thesis is my own except for quotations, excerpts, equations, summaries and references, which have been duly acknowledged.



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ABSTRACT

The phenomenon of stress is present in all areas of human life. One stress area that continued to receive attention is in the field of industry and organizations. Well into post-millennia, organizational stress has been found to increase as compared to recent decades. The prevalence of this phenomenon had resulted in numerous reported physiological and mental health issues around the world. The field of higher education is not spared and is also now facing more stress, directly affecting the crucial personnel position of deans. Hence, given how deans are at the heart of education organizations, this study will investigate comprehensively on the organizational stressors affecting deans in a Malaysian public university. Using a multiple cases study methodology, this current study will investigate comprehensively on the phenomenon of organizational stressors affecting deans in a Malaysian public university. The interview techniques of Patton, were employed and data were systematically analyzed using Atlas.ti ver 7.5.7. Through Thematic Analysis, this study yielded 55 independent subthemes of organizational stressors uniquely experienced by higher education deans. These subthemes were further clustered to form 10 non-overlapping main themes of organizational stressors affecting the investigated deans. Co-occurrences and co-efficient values were identified for subtheme components in seven main themes. Future research may use this discovered deans organizational stressors for further reduction, elimination, and prevention studies.

ABSTRAK

Stressor Organisasi antara Dekan Universiti Awam di Sabah

Fenomena stres hadir dalam semua aspek kehidupan manusia. Satu bidang stres yang terus mendapat perhatian adalah dalam bidang industri dan organisasi. Dalam era moden ini, stres organisasi didapati terus meningkat berbanding dengan beberapa dekad kebelakangan ini. Penularan fenomena ini telah menyebabkan banyak isu-isu kesihatan fisiologi dan mental dilaporkan di seluruh dunia. Bidang pengajian tinggi tidak terkecuali dan kini juga menghadapi stres yang berlebihan, secara langsung memberi kesan negatif kepada dekan-dekan di setiap institusi. Oleh itu, memandangkan bagaimana dekan berada di tengah-tengah organisasi pendidikan, kajian ini akan menyiasat secara menyeluruh stres organisasi yang dihadapi dekan-dekan di sebuah universiti awam Malaysia. Menggunakan metodologi kajian kes, kajian ini akan siasat stres organisasi yang dihadapi dekan-dekan di sebuah universiti awam Malaysia secara menyeluruh. Teknik-teknik wawancara Patton telah digunakan dan data dianalisis secara sistematik menggunakan ATLAS.ti ver 7.5.7. Dengan menggunakan Thematic Analysis, kajian ini memperolehi 55 subtema stres organisasi yang dialami oleh dekan-dekan pengajian tinggi. Subtema-subtema dikelompokkan untuk membentuk 10 tema utama stres organisasi yang dihadapi dekan-dekan pengajian tinggi. Co-occurrences dan nilai co-efficient telah dikenal pasti untuk komponen-komponen subtheme dalam tujuh tema utama. Kajian selanjutnya boleh menggunakan hasil stres organisasi dekan-dekan ini untuk menjalankan kajian pengurangan, kajian penghapusan, dan kajian pencegahan.

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