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## ORGANIZATIONAL STRESS INDICATORS AND INFLUENCE ON ACADEMIC PERFORMANCE IN PRIVATE UNIVERSITIES

**Midya Yousefi\***

Dr, Postgraduate School  
Binary University of Management & Entrepreneurship  
Malaysia  
[drmidya@binary.edu.my](mailto:drmidya@binary.edu.my)

**Rohini Devi**

Assoc prof. Dr. Postgraduate School  
Binary University of Management & Entrepreneurship  
Malaysia  
[rohinids@binary.edu.my](mailto:rohinids@binary.edu.my)

**Ahmad Shuib**

Prof, Postgraduate School  
Binary University of Management & Entrepreneurship  
Malaysia  
[mad.shuib@gmail.com](mailto:mad.shuib@gmail.com)

\*Corrospoding author's Email: [drmidya@binary.edu.my](mailto:drmidya@binary.edu.my)

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lat 306 Savoy Residencia, Block 3 F11/1,44000 Islamabad. Pakistan,

[editor@readersinsight.net](mailto:editor@readersinsight.net)

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## Abstract

This study investigates to recognize and test the influence of organizational indicators of stress on the academic performance. The current research collected questionnaire via multi cluster sampling techniques from 32 Malaysian private universities academic staff. Also, 190 completed questionnaires were analyzed through SmartPLS software that has been delivered the results based on measurement and structural model. Then outcomes show that workload is the first stress organizational indicators that has adverse effect on academic staff work performance. Likewise, ambiguity and conflict in roles are the secondary and thirdly stress indicators that negatively influence the academics' performance in private universities respectively. This study suggests remarkable implications both theoretically and practically to complement the available literature toward the organizational stress indicators in academia context that contribute to academic staff performance. In addition, it, enriches current administrators and policy makers of private universities in reducing the negative effects of stress predictors in organization and manage to increase academic staff performance.

## Research Highlights

1. Organizational stress indicators in the current study show that WL, RA and RC are negative predictors for academic performance also, developed the pervious literature on harmful influenced of these indicators among academic staff.
2. This reveals that HR managers need to consider management and administrative practices that can boost social support through academic staff.
3. Administrators and mangers who works for university could take these results as guidance to address the root of organizational stress and find out the best way to reduce academic stress.
4. The present research has prepare novel insights about how systematically recognizing and exploring stressors among academic staff in private universities.

## Research Objectives

The target of this research is to conduct more knowledge to understanding the notions of WL, RA and RC that are very challenging recently as if associated adversely on academic





performance in private universities. Hence, above highlighted, regarding the importance of job performance for overall performance of universities, then the current research aims to serve agenda as steppingstone guidelines for future researches in diverse dimensions of improving the productivity and meantime the quality of academics in universities. Therefore, by reaching this purpose recognizing and understanding the difference of organizational stress indicators that flows in private universities.

In this research, the following objectives were assessed:

1. To assess the influence of the workload on performance among academic staff.
2. To examine the effect of role conflict towards performance among academic staff.
3. To determine the impact of role ambiguity on performance among academic staff.

## Methodology

According to Maree (2010), cross-sectional research is suitable particularly for examine the prevalence of a treatment in a population likewise, current article demonstrate research based on the cross-sectional type and investigated all the data collection at one snapshot of time. Also, an explanatory research design using a survey strategy through self-administered structured questionnaires was employed as the survey instrument. Since, many problems arise from ambiguous sentences, terms and words also, Pre-test carried out in the present study via the debriefing techniques from personal interviews regarding of reducing biases (Sekaran & Bougie, 2010). Furthermore, validity and reliability of the current study questionnaires were analyzed via pre and post Test, due to the sensitivity of organizational stress natures.

In addition, three exogenous variables assessed in the current framework; workload, role conflict and role ambiguity with one endogenous variable; job performance. Likewise, before testing hypothesis testing, it essential to scrutinize measurement model to verify the model is fit. Although, the only criterion that can assessed approximately model fit for SmartPLS currently, is the standardized root mean square residual (SRMR). Finally, the present study demonstrated reflective model, relying Hair et al. (2011) employed convergent validity through examining the indicator loading via average variance explained (AVE) and composite reliability (CR). Totally, the measurement model for the current framework of academics who work in Malaysian private universities adequately established AVE and CR.





## Results

This study was evaluated the using of path relationship via (collinearity Test, the level of  $R^2$ , standard beta, t-values) of 1000 bootstrapping and resampling accordance to Hair et al. (2014). Also, the variance inflation factor should be checked due to the fact that nature exogenous variables in this study collinearity test employed thought, any cause for variance inflation did not find. Albeit, the judgment of level of  $R^2$  value whether is high or low depends upon the nature of study context to (Hair et al. 2011) and results show that  $R^2$  value of endogenous variable is only (0.298) that means 29.8% of the variance in academic performance can be clarified by the exogenous variables (i.e. organizational stress indicators).

Further, after assessing the value of  $R^2$ , next path coefficients have been analyzed by bootstrapping to find out the statistical significance of the current structural model.

Accordingly, behind of bootstrapping 1000 samples, the present research not only represents the significant relationship between WL and JP; RC and JP but also, RA and JP.

Finally, through investigation of the beta-value and t-value indicate the first hypothesis negatively is significant. Therefore, the relationship between WL on JP indicated to be significant negatively where second and third hypotheses, finds that there are significant and negative relationships between RC on JP and RA on JP among academic staff in private universities.

## Findings

The focus of this research is to examine and test the effect of stress indicators in private academia organization including workload, ambiguity and conflict in roles on then performance among academic personnel in Malaysian private universities.

According to the current findings this article assigns support that workload could be one of the organizational stress indicators and employed negative effect on job performance among academic personnel in private universities. Therefore, the level of academic performance decreased dramatically when they encountered with workload in their daily tasks and duties. It must be emphasized that, based on the current research framework and instruments, the amount of workload of academic personnel in private universities is determined via the task overload, deadlines, and other subsequent indicators such as task demand, time pressures and time arrangement of their duties and roles in the workplace also. It should be highlighted here that





performance in the private universities is divided to teaching and research activities of academic staff. According to Yousefi and Abdullah (2019) workload in Malaysian public universities has no impact on academic staff performance, while the result of the current study indicate that workload is the major indicator that was effect on private universities academic staff, while, based on the information that mentioned above role ambiguity adversely impacts on performance and results extends the previous literature on this domain according to June and Mahmood (2011). In addition, the result indicates that academic personnel who faced with ambiguities in their roles dealing with low performance in universities. Finally, the present research findings prove the past studies that conflicted academic staff encountered with poor academic performance.

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### Author's Biography



**Midya Yousefi** is Lecturer at the Binary University of Management & Entrepreneurship where she lectures in wide range of courses in leadership and management at the undergraduate and postgraduate level. Also, she has been working as a program leader (MSc. in Education Management) in this university.

She has PhD in Leadership and Management specializing in organizational behavior and leadership. In addition, she has undertaken research of organizational stress and coping system, leadership in academia sectors, social support mechanism in organization.



**Puan Sri Datin Dr. Rohini Devi Joseph**, is the Co-Founder and Deputy Vice Chancellor of Binary University. She is also the Director of Binary Properties, Binary Management Sdn Bhd and International Skills Development Centre (ISDC) Sdn Bhd. She has over 35 years' experience in the private higher

education sector. She has a PhD in Entrepreneurship specializing in the development of minority women and enhancement of their living standards through participation in entrepreneurial activities. she was conferred an Associate Professorship in 2005.



**Ahmad Shuib** is the Deputy Vice Chancellor for Research and Development at the Binary University of Management & Entrepreneurship. He has been involved in research in various field, but the main focus of his research is in the field of outdoor recreation and tourism. He believes strongly that serving

the community should be the focus of his academic career. He feels it is his responsibility to help in making positive changes to the community by providing information/knowledge to the community. His commitment to the community is reflected in his research and consultancy activities and publications. Nonetheless, he has also published his research outputs in international indexed journals and books.

