



EXPOSING THE PSYCHOSOCIAL SAFETY CLIMATE'S EFFECT ON THE EDUCATION INDUSTRY: PERSPECTIVES FROM YOUTH ACADEMICIANS

Kia Hui Gan*^{ID}

School of Business and Management
CENTRAL College Penang, 6th Floor, Menara SENTRAL, 3, Penang St, Georgetown, 10200 George Town, Penang
Malaysia
khgan0808@gmail.com / khgan@sentral.edu.my

Daisy Mui Hung Kee^{ID}

School of Management
Universiti Sains Malaysia, E43, Jalan Sasaran, Minden Heights, 11800 Gelugor, Pulau Pinang
Malaysia
daisy@usm.my

*Corresponding Author email: khgan0808@gmail.com

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editor@readersinsight.net

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ABSTRACT

This paper's major objective is to examine young academics' perspectives. We also want to look at how academicians experience about their jobs and how engaged they are at work, as well as how the psychological safety climate plays a part in reducing the negative consequences of job demands in Malaysia's education sector. The results of the current research on the impact of the psychological safety climate on the JD-R model are contradictory. In the JD-R model, the idea of the psychosocial safety climate is also one that is relatively fresh. The participants for this study were chosen using a purposive sampling technique. The results show that using the psychosocial safety climate the idea has the potential to lessen the negative consequences of job demands, encourage work engagement, and improve job satisfaction.

Keywords: *Psychosocial Safety Climate; Job Satisfaction; Job Demands; Work Engagement; Education Industry; Malaysia*

RESEARCH HIGHLIGHTS

The key finding of this study is that establishing a robust psychosocial safety climate (PSC) has a favourable effect on young lecturers' job satisfaction and engagement in Malaysian research universities (RUs). When young lecturers perceive a supportive and psychologically safe work environment, it contributes to their overall satisfaction with their job. They feel a sense of psychological well-being, trust, and support, which in turn enhances their engagement in their work. This heightened level of engagement translates to increased motivation, enthusiasm, and dedication towards their responsibilities as lecturers. By prioritizing and fostering a conducive PSC within Malaysian RUs, organizations can effectively cultivate job satisfaction and work engagement among their youth lecturers, leading to a more productive and fulfilling work environment. Besides that, job demands have a negative impact on work engagement and job satisfaction among young lecturers in Malaysian research universities (RUs). The responsibilities and pressures associated with their roles contribute to a decrease in their level of work engagement, leading to reduced motivation, involvement, and commitment to their work tasks. Thus, it is crucial for Malaysian RUs to address and manage job demands effectively to ensure optimal work engagement and job satisfaction among their youth lecturers. Job demands act as a mediator between the psychosocial safety environment (PSC), work engagement, and job satisfaction.

This suggests that the degree of job demands a person faces plays a significant role in determining how the PSC influences their level of work engagement and job satisfaction. Job demands have the potential to either strengthen or weaken the impact of the PSC on job satisfaction and work engagement. Therefore, it is essential for fostering good work engagement and job satisfaction among workers to manage and address job demands effectively within the context of the PSC.

GRAPHICAL ABSTRACT

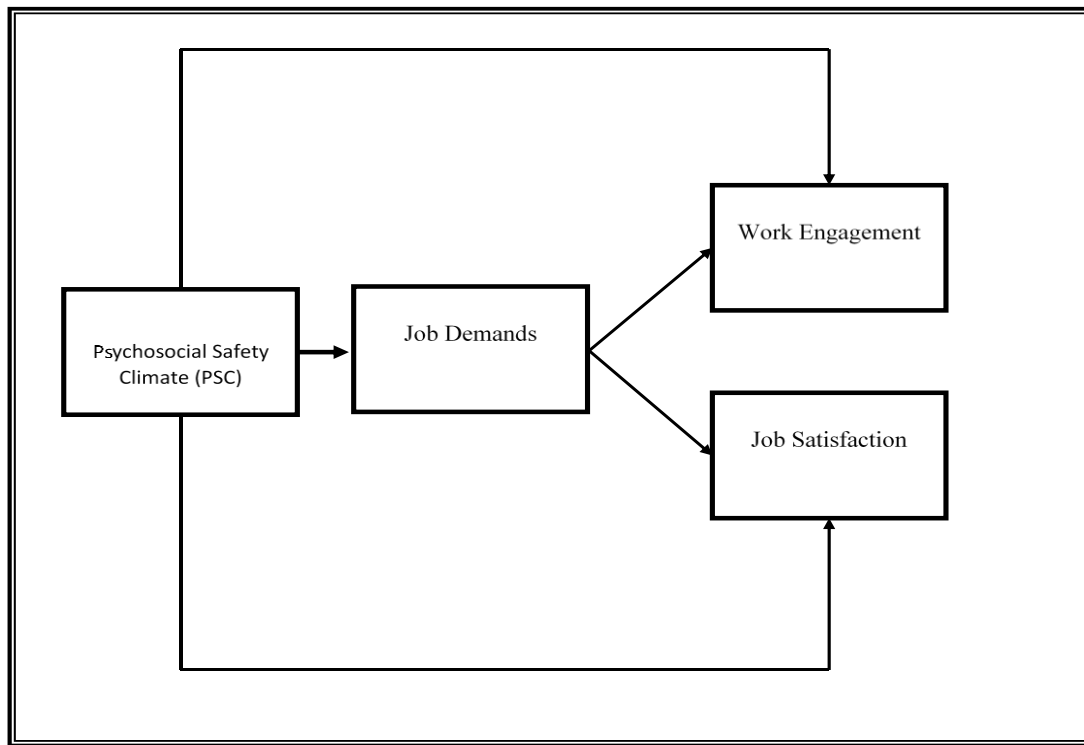


Fig. 1. Theoretical Framework

Research Objectives

1. Investigate the connection between employee engagement and the psychosocial safety climate (PSC).
2. Consider the relationship between job satisfaction and the PSC (psychosocial safety climate).
3. Investigate the connection between the PSC and the job requirements.
4. Investigate the connection between work engagement and job expectations.
5. Look at the connection between job demands and job happiness.
6. Check to see if job expectations act as a mediator between the psychosocial safety environment (PSC) and work engagement.
7. Determine whether job demands operate as a mediating factor between the psychosocial safety climate (PSC) and job satisfaction.

Methodology

A quantitative methodology was employed in this study, which gathered data from five research universities in Malaysia. The selection of participants was carried out through purposive sampling, ensuring that only Malaysian individuals who had been employed at their current university for over a year were included. To administer the questionnaire, Google Forms was chosen as the preferred method, taking into consideration the growing emphasis on computer literacy (Sekaran & Bougie, 2013).

Results

The results of the study show a strong and favourable correlation between job demands and job satisfaction. The study's conclusions showed a strong correlation between the PSC and work engagement, job expectations, and job satisfaction. The results demonstrated a significant and positive relationship between PSC and job demands, demonstrating a connection between employees' perceptions of a secure and encouraging work environment and the level of job demands they encounter. A favourable and psychologically safe climate may help one feel more satisfied with their work, since the study also discovered that higher levels of PSC were related to greater job satisfaction.

The study also demonstrates that PSC significantly indirectly affects job engagement and job satisfaction through the mediation of job demands. Curiously, the findings appear to disprove a strong positive relationship between job demands and work engagement.

Findings

According to the study's findings, young lecturers employed in Malaysian research universities have lower job satisfaction as a result of their demanding jobs, which is in line with findings from earlier studies (Gan & Kee, 2020; Karanika-Murray et al., 2017). Interestingly, the results also showed that job demands do not significantly affect work engagement negatively; instead, they can actually increase the engagement levels of young lecturers in Malaysian research universities.

Furthermore, the research revealed a strong favourable relationship between the psychological safety climate (PSC) and both work engagement, as noted by Teo et al. (2020), and job satisfaction, as supported by the studies conducted by previous researchers (Bha & Ye, 2020; Gan & Kee, 2020; Idris et al., 2015). Furthermore, the research highlighted that PSC had a significant impact on work engagement, emphasizing that when individuals perceive their work environment as psychologically safe, they are more likely to feel engaged and invested in their work tasks. These findings underscore the importance of fostering a strong psychosocial safety climate in organizations to promote positive outcomes in terms of job demands, job satisfaction, and work engagement. Additionally, the results provided evidence for a negative and significant relationship between PSC and job demands.

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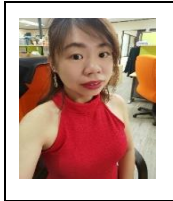
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Author's Biography



Dr. Gan Kia Hui is a Head of Programme cum senior lecturer at SENTRAL College Penang. Her research focuses on organisational behaviour and management, as well as psychological safety climate. She earned her MBA degree from the School of Business, Universiti Malaysia Sabah, and her Doctoral degree in School of Management of the Universiti Sains Malaysia. She won the Best Paper Award at the 1st International Youth Conference in 2021. She is on the Editorial Boards of *Organizational Psychology* (a specialty section of *Frontiers in Psychology* and *Frontiers in Communication*) as a review editor. She also participated as ASIA International Conference's scientific committee.



Daisy Mui Hung Kee, PhD, MBA, is an Associate Professor at the School of Management, Universiti Sains Malaysia, Penang, Malaysia. Her research interests include entrepreneurship, human resource management, organizational behavior, work values, leadership, psychosocial safety climate. She earned her Master of Business Administration degree from the School of Management, Universiti Sains Malaysia, and her Doctoral degree in business and management from the International Graduate School of Business of the University of South Australia. In 2006, she received the Merdeka Award from the Australia Malaysia Business Council of South Australia.