



PSYCHOSOCIAL SAFETY CLIMATE, JOB RESOURCES, WORK ENGAGEMENT AND ORGANIZATIONAL COMMITMENT: A STUDY IN MALAYSIAN RESEARCH UNIVERSITIES

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ABSTRACT

Work from home is the current trend, especially happen the COVID-19. Malaysian government to slow down the spread of the Covid-19. Hence, they took an immediate change. When the Malaysian government announced and applied the nationwide Restriction of Movement Order (MCO), all lecturers force to conduct their teaching online. When preparing an online class, lecturers face a bundle of challenges. This challenge will be affected by the lecturers' work engagement and commitment. Therefore, this paper will show the importance of applying Psychosocial Safety Climate (PSC) in the Malaysian RUs. Besides, job resources will act as a mediator in the present study as well. Moreover, this current study determined that job resources have a notable indirect relationship between PSC, work engagement and organizational commitment, through the mediator – job resources. The study outcomes will be beneficial for the policymaker and enhance the lecturers' engagement and commitment.

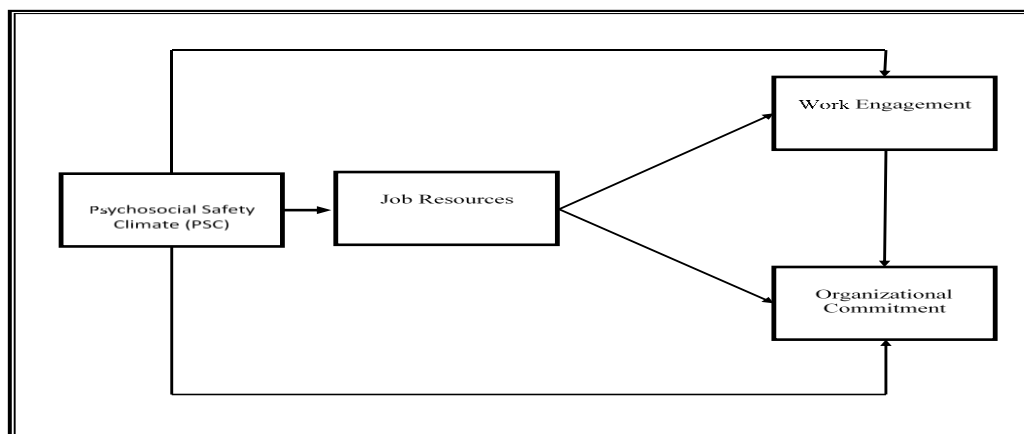
Keywords: *Psychosocial Safety Climate; Work Engagement; Organizational Commitment; Job Resources*

RESEARCH HIGHLIGHTS

The focuses of present study:

1. PSC heighten work engagement and organizational commitment among Malaysian RUs lecturers
2. Job resources heighten work engagement and organizational commitment among Malaysian RUs lecturers
3. The relationship between PSC, work engagement and organizational commitment mediate by job resources.

GRAPHICAL ABSTRACT



Research Objectives

The objectives of present study:

1. To association the correlation between PSC and work engagement

2. To association the correlation between job resources and work engagement
3. To association the correlation between PSC and organizational commitment
4. To association the correlation between job resources and organizational commitment
5. To association the correlation between PSC and job resources
6. To investigate if job resources mediating on the correlation between psychosocial safety climate and work engagement
7. To investigate if job resources mediate on the correlation between psychosocial safety climate and organizational commitment

Methodology

This present study applies as a quantitative approach. The data collection collected from the 5 Malaysian Research Universities (RUs). In this current study was used the purposive sampling. The present study respondents must fulfil several criteria, including the respondents, must be Malaysian and work at least one year for the current RUs. The questionnaire will be sent out to the respondents by Google Form. This method is applied because of the current trend, increasing computer literacy (Sekaran & Bougie, 2013).

Results

The result showed that job resources were in a significant positive relationship with work engagement and organizational commitment in the present study. Besides, the result indicates that PSC had a noteworthy relationship with organizational commitment. Moreover, it is determined that PSC pose a significant indirect relationship with work engagement and organizational commitment through job resources as mediator. The interesting result is PSC does not has a significant positive relationship with work engagement.

Findings

The result showed that a high level of job resources could enhance work engagement (Idris, Dollard & Tuckey, 2015) and organizational commitment (Hall, Dollard & Coward, 2010) among lecturers who work in Malaysian RUs. This result was consistent with the previous study stating that job resources can boost the lecturers' work engagement and organizational commitment. In addition, the result also found PSC have a significant correlation between work engagement and organizational commitment. The finding was coherent with the previous researchers who was conduct their study stated that PSC able to enhance lecturers' engagement (Gan & Kee, 2020) and organizational commitment. Lastly, the finding showed that job resources could mediate the correlation between PSC, work engagement and organizational commitment.

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Author's Biography



Ms Gan Kia Hui is a Head of Programme cum lecturer from School of Business and Management, SENTRAL College Penang. She obtained her Master's degree in Business Administration (MBA) from Universiti Malaysia Sabah. Currently, she further her PhD at Universiti Sains Malaysia. Her research focuses on organizational behavior, psychosocial safety climate and work-related outcomes. She has 5 years of teaching experiences in a higher learning institution. In 2020, she received IDE-A (organized by MDEC) first runner-up and the editors' pick award from the International Postgraduate Symposium in Tourism and Hospitality 2020. Maximum 100 words limit.



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