

**THE MEDIATING ROLE OF WORK FAMILY ENRICHMENT (WFE) IN
THE RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB
SATISFACTION: A STUDY AMONG TEACHERS IN MALAYSIA WHO
PARTICIPATE IN ‘HADIAH LATIHAN PERSEKUTUAN’ (HLP)
PROGRAMME**

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AUTHOR DECLARATION

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

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ABSTRAK

Kajian ini dijalankan untuk meneliti peranan mediasi pengkayaan kerja dan keluarga terhadap hubungan di antara pembelajaran sepanjang hayat dan kepuasan kerja dikalangan penerima program Hadiah Latihan Persekutan (HLP) bagi guru-guru sekolah menengah dan rendah di Malaysia, tahun 2018. Dengan mengambil kira kepentingan kepuasan kerja dikalangan guru-guru ini, kajian ini telah mengkaji kesan pembelajaran sepanjang hayat terhadap kepuasan kerja mereka. Pembelajaran sepanjang hayat terdiri daripada beberapa dimensi iaitu motivasi, menambah baik pengetahuan dan kemahiran serta pembangunan kerjaya. Kajian ini menggunakan rekabentuk soal selidik melalui pengedaran soalan kaji selidik untuk mengumpul data daripada responden. Teknik persampelan secara rawak mudah telah digunakan untuk mendapatkan data daripada 350 orang guru-guru sekolah menengah dan rendah yang terlibat didalam program HLP ini. Sejumlah 234 set soalan kaji selidik telah dipulangkan dan diterima, seterusnya digunakan untuk tujuan menganalisis data. Metod kajian secara kuantitatif telah digunakan untuk menganalisis data melalui SEM dan IBM SPSS. Analisis statistik berbentuk diskriptif, analisis reliabiliti dan analisis faktor telah dijalankan dengan menggunakan program SPSS. Sementara itu, 'Analysis of Moment Structure (AMOS) digunakan untuk menghasilkan 'measurement model', 'structural model' dan seterusnya menguji hipotesis-hipotesis kajian. Umumnya, kajian ini telah menyumbangkan kepada pembangunan sorotan literatur dalam konsep kepuasan kerja terhadap bidang kerja guru-guru dan memberikan dapatan berkenaan kesan terhadap faktor kajian berkenaan kepuasan kerja. Selain itu, kajian ini juga telah menyumbang kepada penambahbaikan terhadap metod didalam bidang sumber manusia. Dapatan daripada kajian ini telah mendedahkan bahawa pembelajaran sepanjang hayat adalah signifikan dan memberikan kesan langsung terhadap kepuasan kerja guru. Daripada aspek pembolehubah mediasi pula, kajian ini mendapati bahawa terdapat kesan signifikan secara langsung pengkayaan kerja dan keluarga terhadap hubungan antara pembelajaran sepanjang hayat dan kepuasan kerja. Akhir sekali, kajian ini bermatlamat kepada penyumbangan pembangunan ilmu terhadap kepuasan kerja guru-guru sektor pendidikan awam di Malaysia, terutamanya penerima HLP sekolah rendah dan menengah.

ABSTRACT

This study was done to examine the mediation roles of work family enrichment (WFE) on the relationship between lifelong learning and job satisfaction among public primary and secondary school teachers in Malaysia involved in the 'Hadiah Latihan Persekutuan' (HLP) programme for the year 2018. By giving attention towards the importance of job satisfaction among this group of teachers, the study tested lifelong learning on teachers' job satisfaction. Lifelong learning consists of several dimensions which are motivation, improving knowledge and skills, and career development. The study used a survey design through the distribution of questionnaires to collect data from the respondents. A probability simple random sampling method was employed to get data from 350 public primary and secondary school teachers in the HLP programme for the study. A total of 234 questionnaires were returned and deemed useable for the data analysis procedure in this study. The research method used was quantitative for the analysis purposes through SEM and IBM SPSS. Descriptive statistical analysis, reliability analysis, and factor analysis were performed using the SPSS tool. Meanwhile, the analysis of moment structure (AMOS) was used to produce the measurement model, structural equation model, and to test the research hypotheses. Generally, the study contributes to the literature by enhancing the concept of job satisfaction specifically to the teachers' work scope as well as exposure to the effect of research factors towards teachers' job satisfaction. Apart from that, the study contributes to improving the methods of the study in the human resource area. Findings from the study revealed that lifelong learning significantly and directly affects teachers' job satisfaction. In terms of mediator variable, the study found that work family enrichment (WFE) mediate the relationship between lifelong learning and job satisfaction. Finally, the study purposely contributes to the body of knowledge for job satisfaction in the public education sector focusing on the HLP programme for public primary and secondary school teachers in Malaysia.

الخلاصة

أجريت هذه الدراسة لفحص دور الوساطة في إثراء العمل والأسرة في العلاقة بين التعلم مدى الحياة والرضا الوظيفي بين الحاصلين على جائزة التدريب الفيدرالية (HLP) لمعلمي المدارس الثانوية والابتدائية في ماليزيا ، في 2018 مع الأخذ في الاعتبار أهمية الرضا الوظيفي لدى هؤلاء المعلمين ، فقد درست هذه الدراسة تأثير التعلم مدى الحياة على الرضا الوظيفي. يتكون التعلم مدى الحياة من عدة أبعاد وهي الدافع لتحسين المعرفة والمهارات بالإضافة إلى التطوير الوظيفي تستخدم هذه الدراسة تصميم استبيان من خلال توزيع أسئلة الاستطلاع لجمع البيانات من المستجيبين. تم استخدام تقنية بسيطة لأخذ العينات العشوائية للحصول على بيانات من 350 معلماً من معلمي المدارس الثانوية والابتدائية المشاركين في برنامج الإسكان والأرض والملكية هذا ، وتم إرجاع واستلام ما مجموعه 234 مجموعة من أسئلة المسح ، ثم استخدامها لغرض تحليل البيانات. تم استخدام طرق البحث الكمي لتحليل البيانات من خلال التحليل الإحصائي الوصفي SEM و IBM SPSS ، وتم إجراء تحليل الموثوقية وتحليل العوامل باستخدام برنامج SPSS. وفي الوقت نفسه ، تم استخدام "تحليل هيكل اللحظة (AMOS) لإنتاج" نموذج قياس "و"نموذج هيكلية" والمزيد من اختبار فرضيات البحث. تقديم نتائج حول التأثير على عوامل البحث على الرضا الوظيفي. بالإضافة إلى ذلك ، ساهمت هذه الدراسة أيضاً في تحسين الأساليب في مجال الموارد البشرية. أظهرت نتائج هذه الدراسة أن التعلم مدى الحياة مهم وله تأثير مباشر على الرضا الوظيفي للمعلم. من جانب المتغيرات الوسيطة ، وجدت هذه الدراسة أن هناك تأثيراً مباشراً مهماً للعمل وإثراء الأسرة على العلاقة بين التعلم مدى الحياة و الرضا الوظيفي تهدف هذه الدراسة إلى المساهمة في تنمية المعرفة حول الرضا الوظيفي للمعلم. معلمو قطاع التعليم العام في ماليزيا ، وخاصة الحاصلين على التعليم الابتدائي والثانوي لجائزة التدريب الفيدرالية (HLP) .

TABLE OF CONTENTS

AUTHOR DECLARATION	ii
ACKNOWLEDGMENTS	iii
ABSTRAK	iv
ABSTRACT	v
AL-MULAKHKHAS	vi
TABLE OF CONTENTS	vii
LIST OF TABLES	x
LIST OF FIGURES	xii
LIST OF APPENDICES	xiii
LIST OF ABBREVIATIONS	xiv

CHAPTER 1: INTRODUCTION	1
1.1 Introduction	1
1.2 Research Background	4
1.2.1 The Professional Development of Teachers	7
1.2.2 Teacher Professional Development in Malaysia	8
1.2.3 The Teacher Education Divisoan (TED)	9
1.2.4 In-Service Courses	10
1.3 Lifelong Learning	12
1.4 Malaysian Teachers' Job Satisfaction	14
1.5 Problem Statement	16
1.6 Research Questions	23
1.7 Research Objectives	23
1.8 Significance of the Study	24
1.9 Scope of the Study	27
1.10 Conceptual and Operational Definition	28
1.10.1 Conceptual Definition of Lifelong Learning	28
1.10.1.1 Operational Definition of Motivation	28
1.10.1.2 Operational Definition of Knowledge and Skill	29
1.10.1.3 Operational Definition of Career Development	29
1.10.2 Conceptual Definition of Work Family Enrichment (WFE)	30
1.10.2.1 Operational Definition of Developmental Resources	30
1.10.2.2 Operational Definition of Positive Effect	31
1.10.2.3 Operational Definition of Psychosocial Capital	31
1.10.3 Conceptual Definition of Job Satisfaction	32
1.10.3.1 Operational Definition of Job Attitude	32
1.10.3.2 Operational Definition of Job Feeling	32
1.11 Organization of the Thesis	33
1.12 Conclusion	34

CHAPTER 2: LITERATURE REVIEW	35
2.1 Introduction	35
2.2 Job Satisfaction	36
2.2.1 The importance of Job Satisfaction	39
2.2.2 Factors of Job Satisfaction	40
2.2.2.1 Antecedents of Job Satisfaction	43
2.3 Lifelong Learning	48
2.3.1 Need for Lifelong Learning	55
2.3.1.1 Motivation as a Dimension of Lifelong Learning	60
2.3.1.2 Improving Knowledge and Skill as a Dimension of Lifelong Learning	63
2.3.1.3 Supporting the Career Development as a Dimension of Lifelong Learning	66
2.4 The Relationship between Lifelong Learning and Job Satisfaction	68
2.5 Work Family Enrichment (WFE)	70
2.6 Lifelong Learning and Work Family Enrichment (WFE)	76
2.7 Work Family Enrichment (WFE) and Job Satisfaction	79
2.8 The Mediating Role of Work Family Enrichment (WFE)	81
2.9 Specific Theories and Model Used as the Guidelines for the Study	84
2.9.1 Maslow's Hierarchy of Needs	85
2.9.2 Herzberg's Two Factor Theory	90
2.9.3 Social Exchange Theory	92
2.9.4 Chain of Response Model (COR)	96
2.10 Conceptual Framework	98
2.11 Conclusion	100
CHAPTER 3: RESEARCH METHODOLOGY	101
3.1 Introduction	101
3.2 Research Design	102
3.3 Location and Sample of the Study	104
3.4 Population and Sampling	105
3.4.1 Determination of the Sample Size	108
3.5 Research Instrument	109
3.5.1 Back to Back Translation	112
3.5.2 Items of Instrumentation	113
3.5.2.1 Demographic Section	114
3.5.2.2 Lifelong Learning Section	115
3.5.2.3 Work Family Enrichment (WFE) Section	117
3.5.2.4 Job Satisfaction Section	118
3.6 Pilot Study	121
3.6.1 Validity of the Instrument	122
3.6.2 Reliability of the Instrument	123
3.7 Data Collection Procedure	125
3.8 Data Analysis Procedure	127
3.9 Conclusion	129

CHAPTER 4: DATA ANALYSIS AND RESULTS	130
4.1 Introduction	130
4.2 Data Analysis	131
4.3 Response Rate	131
4.3.1 The Demographic and Profiling of the Samples	132
4.4 Data Screening	134
4.4.1 Missing Data	135
4.4.2 Analysis of Assumption	136
4.4.2.1 Multivariate Normality	136
4.4.2.2 Outliers	139
4.4.2.3 Linearity and Homoscedasticity	141
4.4.2.4 Multicollinearity	142
4.5 Factor Analysis Results and Interpretations	143
4.6 Exploratory Factor Analysis (EFA)	144
4.6.1 Lifelong Learning	146
4.6.2 Work Family Enrichment (WFE)	149
4.6.3 Job Satisfaction	151
4.7 Structural Equation Modeling	157
4.8 The Confirmatory Factor Analysis (CFA)	158
4.8.1 The Assessment for Construct Validity	167
4.8.2 The Assessment for Convergent Validity and Composite Reliability	167
4.8.3 The Assessment of Discriminant Validity among Constructs	169
4.9 The Structural Model and Structural Equation Modeling (SEM)	170
4.10 Conclusion	177
CHAPTER 5: CONCLUSION AND RECOMMENDATIONS	178
5.1 Introduction	178
5.2 Background Context	179
5.3 Discussion of the Findings	182
5.4 Limitations of the Study	192
5.5 Implications of the Study	194
5.5.1 Theoretical Implications	194
5.5.2 Practical Implications	192
5.6 The Recommendations of the Study	199
5.7 Conclusion	200
REFERENCES	202
APPENDICES	233

LIST OF TABLES

Tables	Page
Table 1.1: Summary of Research Questions and Research Objectives	24
Table 2.1: Job Satisfaction Factors (Herzberg, 1976)	41
Table 2.2: Spector (1997) Job Satisfaction Factors	43
Table 2.3: The Relationship between Maslow Needs Theory and the Workplace	88
Table 3.1: List of Public Universities in Malaysia	104
Table 3.2: Krecjie and Morgan's Sample Size Table	109
Table 3.3: Variables and number of question	114
Table 3.4: Items of Demographic Background	114
Table 3.5: Items for Lifelong Learning	116
Table 3.6: Items for Work Family Enrichment (WFE)	117
Table 3.7: Items for Job Satisfaction	119
Table 3.8: Cronbach's Alpha for All Variables	124
Table 3.9: Research Objectives and Statistical Analysis Technique	129
Table 4.1: Demographic and Profile Details of Samples	133
Table 4.2: The Assessment of Normality for all Measuring Items	138
Table 4.3: Mahalanobis Distance Value	140
Table 4.4: Cook's Distance Table	140
Table 4.5: Correlation Matrix	142
Table 4.6: KMO and Bartlett's Test	144
Table 4.7: The Summary Result for Exploratory Factor Analysis (EFA) - Lifelong Learning	147
Table 4.8: The Summary Result for Exploratory Factor Analysis (EFA) - Work Family Enrichment	150

Table 4.9:	The Summary Result for Exploratory Factor Analysis (EFA) - Job Satisfaction	152
Table 4.10:	The three categories of model fit and their level of acceptance	159
Table 4.11:	The Direct Effect Hypothesis and Method of Analysis	161
Table 4.12:	The Hypothesis Testing for Mediators and Method of Analysis	161
Table 4.13:	The Average Variance Extracted (AVE) and Composite Reliability (CR)	168
Table 4.14:	The Discriminant Validity Index Summary for all Constructs	169
Table 4.15:	The Coefficient of Multiple Determination or R ² and its implication in this study	172
Table 4.16:	The Regression Path Coefficient obtained from Figure 4.8	173
Table 4.17:	The Regression Weight/ Coefficient and Their Significance	173
Table 4.18:	The Hypothesis Testing for Direct Effect Relationships	174
Table 4.19:	The Hypothesis Testing for Mediators and Method of Analysis	174
Table 4.20:	Testing the Mediator in the Lifelong Learning - Work Family Enrichment - Job Satisfaction	174
Table 4.21:	The Bootstrapping Procedure for Confirming Mediation Test in Figure 4.9	175
Table 5.1:	Summary of the Study	192

LIST OF FIGURES

Figure		Page
Figure 2.1:	Factors of Job Satisfaction (Rue & Byaes, 2003)	42
Figure 2.2:	Maslow's hierarchy of needs	86
Figure 2.3:	Motivators & Hygiene Factors	92
Figure 2.4:	Chain of Response Model, P. Cross (1981)	97
Figure 2.5:	Conceptual Framework	99
Figure 3.1:	Research Design	103
Figure 3.2:	Sampling Procedure	108
Figure 3.3:	Summary of Data Collection Timescale	127
Figure 4.1:	Scatterplot of the Standardized Residuals	141
Figure 4.2:	The Research Framework Showing the hypothesis to be tested in the Study	160
Figure 4.3:	The Latent Constructs in the Study and their respective measuring Items	164
Figure 4.4:	The Results for Pooled-CFA for the Measurement Model of Constructs	166
Figure 4.5:	The Structural Model for this Study	170
Figure 4.6:	The Estimated Standardized Regression Path Coefficient	171
Figure 4.7:	The Estimated Regression Path Coefficient between the constructs	172
Figure 4.8:	Testing the Following Relationship Lifelong Learning - Work Family Enrichment - Job Satisfaction	175
Figure 4.9:	Summary for Data Preparation, Screening and Analysis	176

LIST OF APPENDICES

Appendices	PAGE
Appendix A: Questionnaire Survey - English	233
Appendix B: Questionnaire Survey - Malay	241
Appendix C (i): Questionnaire's Evaluation and Validation	249
Appendix C (ii): Questionnaire's Evaluation and Validation	250
Appendix C (iii): Questionnaire's Evaluation and Validation	252
Appendix C (iv): Questionnaire's Evaluation and Validation	254
Appendix C (v): Questionnaire's Evaluation and Validation	256
Appendix D: Random Number Generator	258
Appendix E: Critical Chi Square Table	260
Appendix F: Proofread Certificate	261

LIST OF ABBREVIATIONS

AMOS	Analysis of Moment Structures
AVE	Average Variance Extracted
CFA	Confirmatory Factor Analysis
CPD	Continuing Professional Development
CR	Composite Reliability
EFA	Exploratory Factor Analysis
HLP	Hadiah Latihan Persekutuan
KMO	Kaiser-Meyer-Olkin
LLL	Lifelong Learning
MOE	Ministry of Education
MOHE	Ministry of Higher Education
NPE	National Philosophy of Education
SEM	Structural Equation Modeling
SPSS	Statistical Package for Social Science
TED	Teacher Education Division
WFE	Work Family Enrichment