

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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السلام عليكم ورحمة الله وبركاته

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ABSTRACT

A cross sectional study has been conducted on stress among workers in 3 selected Small Medium Industry (SMI) companies. The main objective of this study is to determine the cause and effect of occupational stress among workers in selected SMI companies and their coping strategies to improve health and safety at workplace.

Comment [U1]: Spell it, then put in bracket

Overall, respondents realized the importance of health and safety at workplace and 78% agreed that their employers were concerned about health and safety of the workers. However, only 13.2% of the respondents were involved in health and safety committee. Due to lack of involvement only 18.5% were aware about the health and safety meetings that were held at their organization. This study also showed that about 24.4% respondents were aware that stress issue being brought up during the meeting. More than one third of the respondents (35.1%) positively responded that their organization will take action through some changing at the workplace in handling stress should the problem arise. However majority of the respondents (99%) agreed that health and safety committee should be more proactive to address the issue at the workplace.

Comment [U2]: How safety meeting relates to current issues such as stress? Maybe you can include on other safety issues as well.

Prevalence of stress among the workers was 41% and education level was the only sociodemographic factor that significantly associated with stress. The study also concluded that assignment of new or unfamiliar duties, fellow workers not doing their job, assignment of increased responsibility and insufficient personal time were the job stress factors among the workers. Besides this, the workers were also influenced by family and marital factors which involved problems or conflict with children, not enough time to be with family members and conflict or distance from close friends or relatives. From multiple regression analysis, stress predictor for this study was insufficient personal time which has the greatest influenced in stress among the workers. Emotional support, behavioural changes and humour were the effective tools and were significantly used by the workers as coping strategies to neutralise the situation. Most of the workers 85.88% were interested to participate in stress management programmes and as for stress respondents, 25% choose a programme involved in physical exercise whereas 32% of non stress respondents preferred to attend stress workshop.

Comment [U3]: Factors of stress??

In conclusion, management need to be more knowledgeable and more sensitive of the workers' welfare in order to improve health and safety at the workplace. Through stress management programme, the employees will be trained systematically and exposed to discuss relevant issues such as stress, insurance etc at the workplace. This approach hopefully will give positive exposure and benefit to employees and management.

Comment [U4]: In conclusion, management.....

Comment [U5]: Can you give better example that is close to the research topic?

ABSTRAK

Kajian keratan rentas terhadap stres telah dijalankan di kalangan pekerja di 3 syarikat industri kecil dan sederhana yang terpilih. Objektif utama kajian ini adalah untuk menentukan kesan dan akibat stres pekerjaan di kalangan pekerja ini dan bagaimana mereka menyesuaikan untuk membaiki kesihatan dan keselamatan di tempat kerja. Sebanyak 250 borang kaji selidik telah diagihkan kepada pekerja di 3 syarikat terpilih dan mengambil masa selama 2 minggu untuk disiapkan.

Secara keseluruhannya, responden sedar akan kepentingan kesihatan dan keselamatan di tempat kerja dan 78% berpendapat majikan mengambil berat tentang perkara tersebut. Walau bagaimanapun, hanya 13.2% yang terlibat dalam jawatankuasa kesihatan dan keselamatan. Kesan daripada kurangnya penglibatan dapat dilihat daripada peratusan kecil di mana hanya 18.5% yang peka terhadap perjumpaan jawatankuasa kesihatan dan keselamatan yang diadakan di organisasi mereka. Kajian ini juga menunjukkan sebanyak 24.4% responden mengetahui isu stres ada dibincangkan semasa perjumpaan jawatankuasa kesihatan dan keselamatan. Selain dari itu, lebih dari satu pertiga responden (35.5%) berpendapat bahawa organisasi mereka bersedia untuk mengadakan perubahan di tempat kerja dalam menangani masalah stres jika timbul masalah sedemikian. Hampir kesemua responden 99% mengambil kata sepakat agar jawatankuasa kesihatan dan keselamatan lebih proaktif dalam menangani masalah berkaitan.

kelaziman stress di kalangan pekerja ialah 41% dan kelulusan akademik merupakan faktor sosiodemografi yang signifikan dengan stres. Selain itu, kajian juga mendapati tugas baru dan tidak biasa, rakan sekerja tidak melakukan tugas, tugas yang meningkatkan tanggungjawab dan kurang masa untuk diri sendiri adalah faktor stres pekerjaan di kalangan pekerja. Selain dari faktor pekerjaan, faktor keluarga dan rumahtangga yang melibatkan masalah dan konflik dengan anak-anak, kurangnya masa dengan ahli keluarga dan konflik atau berada jauh dari sahabat handai atau saudara terdekat. Dari ujian analisis regresi berganda, kurangnya masa untuk diri sendiri merupakan prediktor stres yang mempengaruhi sebahagian besar stres pekerjaan di kalangan responden.

Walaupun bagaimanapun untuk mengimbangi stres yang dialami oleh responden samada di rumah atau di tempat kerja, strategi daya tindak seperti sokongan perasaan, perubahan perangai dan humor adalah cara yang efektif bagi mengembalikan keadaan. Kebanyakan pekerja 85.88% berminat untuk mengikuti program pengurusan stres dan didapati 25% dari kumpulan responden yang stres memilih aktiviti yang melibatkan latihan fizikal sementara 32% dari kumpulan responden yang tidak stres memilih untuk menghadiri bengkel stres.

Comment [U6]: Follow the English version comment

Comment [U7]:

Saranan agar pihak pengurusan lebih bijak dan peka terhadap kesihatan dan keselamatan pekerja dalam memperbaiki suasana di tempat kerja. Melalui program ini, pekerja akan dilatih secara sistematik dan didedahkan untuk berbincang isu berkaitan seperti stres, insuran dan sebagainya. Pendekatan ini diharap dapat memberi pendedahan yang positif dan seterusnya kebaikan untuk pekerja dan pengurusan.

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ABBREVIATIONS AND SYMBOLS

Abbreviation

ILO	International Labour Organization
SMI	Small Medium Industry
UK	United Kingdom
US	United States
vs	Versus
SJS	Severity Job Stress
SJP	Severity Job Pressure
LOS	Lack of Organizational support
SRP	Sijil Rendah Pelajaran
SPM	Sijil Pelajaran Malaysia
RM	Ringgit Malaysia
NSP	Non Scientific Personnel
WHO	World Health Organization
VCT	Voluntary, Counseling and Testing

Symbol

p	p value
£	Pound Sterling