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ABSTRACT

This study examines the antecedents of job stress among Malaysian Armed Forces (MAF) officers. It clearly defines the scope of existing job stress, which focuses on military officers in various ranks of management in the MAF. Four antecedents of job stress are tested in this study including – family affairs, work environment, work characteristics and role conflict. These variables were analyzed for the significance to job satisfaction. The instruments used for job satisfaction were job performance, co-worker, superior, organizational management, leadership quality, interpersonal traits and job evaluation. Lastly, the differences of the two major variables i.e. job stress and job satisfaction were tested by exploring 13 demographic variables including rank and term of service. This study was conducted at No. 2 Armor, Port Dickson, 12 RMR Seremban and Pusat Latihan Armor, Port Dickson; RMN Tanjung Gelang, Kuantan and for the RMAF – Air Logistic Division, Sg Besi Kuala Lumpur and Kuantan Air Base. The total sample size was 300 military officers from the tri-services, namely, Malaysian Army (MA), Royal Malaysian Navy (RMN) and Royal Malaysian Air Force RMAF). The data collection was based on the questionnaire method comprising three main parts – background information, job stress and job satisfaction. The findings show that there is no significant relationship between work stress and job satisfaction among the participants. However, most of the military officers suffered moderate to high work stress and a low level of job satisfaction. Also, there are no significant differences in job stress level and job satisfaction by rank and terms of service recognized by the ANOVA analysis.

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LIST OF ABBREVIATIONS

ATMA	Akademi Tentera Malaysia
CEO	Chief Executive Officer
FFSC	Fleet and Family Support Center
JKD	Sums of Squares
KTD	Kolej Tentera Darat
MAF	Malaysian Armed Forces
MAJO	Malaysian Army Junior Officer
NIOSH	National Institute for Occupational Safety and Health
PANAS	Positive and Negative Affect Scale
RMAF	Royal Malaysian Air Force
RMN	Royal Malaysian Navy
RMR	Royal Malay Regiment
SD	Standard Deviation (Sisihan Piawai)
UPNM	Universiti Pertahanan Nasional Malaysia
2 ARMOR	2 nd Royal Armour
dk	Freedom Degree
<u>F</u>	Index of One-way ANOVA
k	Confidence Level
n	Subjects No.
<u>r</u>	Pearson Correlation Index
<u>t</u>	t - Test

<	Less than
>	More than
α	Alpha Trust ability Index
HK	Family Relationship
PK	Working Environment
CK	Work Characteristic
KK	Job Satisfaction
KP	Role Conflict