

**An Investigation into Teachers' Career Satisfaction  
in the State of Sarawak, Malaysia**

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## **Abstract**

This study investigates the levels and sources of teachers' career satisfaction in the state of Sarawak, Malaysia. Using both the Job Descriptive Index (JDI) and Job in General (JiG) scales, modified to suit the Sarawak situation, this is a quantitative study. It involved a randomly selected sample of 776 teachers and 110 administrators from 20 primary and nine secondary school in Sarawak. The quantitative data were analysed using descriptive statistics, correlation coefficients and multiple regression.

In general, primary school teachers in Sarawak have higher levels of satisfaction than secondary school teachers. A comparison by regions reveals that rural teachers have higher levels of satisfaction than the urban teachers and a comparison by gender shows that male teachers have higher levels of satisfaction than female teachers. Such patterns of differing satisfaction levels are also found for the administrators. The study, however, did not find consistent pattern of correlations between the extrinsic and intrinsic factors on one hand, and the demographic and background variables on the other, for either sample. For teachers, the background variables mostly correlated with the extrinsic and intrinsic factors of satisfaction were academic and professional qualifications, the annual performance appraisal result of 1998, teachers' facilities rating and teaching loads. For administrators, the background variables mostly correlated with the extrinsic and intrinsic factors were academic and professional qualifications, and ratings of teachers' facilities.

In terms of the predictability of satisfaction levels, the study showed that schools and teachers' facilities rating are useful predictors for both the extrinsic and intrinsic factors of satisfaction for teachers, while age, regions and teaching loads are consistent predictors for both extrinsic and intrinsic factors of satisfaction for the administrators.

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To all the people who have directly or indirectly assisted me in making this study a success, I wish to extend my heartfelt gratitude and may Allah SWT bless you all.

## **Declaration**

I declare that this thesis is my own work and that no part of it has been submitted for a degree or diploma at this or other universities and that to my knowledge and belief, it does not contain any materials previously published or written by another person where due reference is not made in the text.

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**Shahri Abdul Rahman**

**Date:** 01 February 2001

## **Dedication**

I wish to place a special dedication to my wife Sarbanun Abu Bakar, my daughters Mimi Shahreyna and Lenny Suriyani who have put tremendous effort in helping me with typing the research data; my son Izzatur Rahman who keeps us constantly cheerful with his charming jovial state. They all have contributed a great deal of effort towards invigorating me in my study.

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### List of abbreviations

APAR98	Annual Performance Appraisal Result 1998
ATT	Annual Task Target
BLTC	Batu Lintang Training College
CCR	Cabinet Committee Report
GCE	General School Certificate
GSE	Graduate School of Education
HEP	Horizontal with Excellent Performance
HGP	Horizontal with Good Performance
Hp	Homepage
HSC	Higher School Certificate
<i>JPB</i>	<i>Jabatan Pendidikan Bahagian</i> [Divisional Education Department]
<i>JPD</i>	<i>Jabatan Pendidikan Daerah</i> [District Education Department]
LCE	Lower Certificate of Education
MCE	Malaysian Certificate of Education
MOEM	Ministry of Education, Malaysia
MPS	<i>Maktab Perguruan Samarahan</i> [Samarahan Teacher' College]
NEP	National Education Philosophy
<i>PPB</i>	<i>Pegawai Pendidikan Bahagian</i> [Divisional Education Officer]
<i>PPD</i>	<i>Pegawai Pendidikan Daerah</i> [District Education Officer]
PSD	Public Service Department
RTC	Rajang teachers' College
SED	Sarawak Education Department
SJC	Sarawak Junior Certificate
SMTC	Sarawak Malay Teachers' College
<i>SPM</i>	<i>Sijil Pelajaran Malaysia</i> [MCE equivalent]
<i>SRP</i>	<i>Sijil Rendah Pelajaran</i> [LCE equivalent]
SSB	<i>Sistem Saraan Baru</i> [New Remuneration System]
<i>STP</i>	<i>Sijil Tinggi Pelajaran</i> [HSC equivalent by Cambridge Examination Syndicate]
<i>STPM</i>	<i>Sijil Tinggi Pelajaran Malaysia</i> [HSC equivalent by Malaysian Examination Syndicate]
STTC	Sarawak Teachers' Training Collage
UWA	University of Western Australia

