

Work Values and Job Satisfaction Towards Psychological Well-Being Among Secondary School Teachers

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ABSTRACT

The working environment not only examines the individual capabilities of employees but also emphasizes interpersonal skills and technical expertise. The labour market is dynamic and has undergone numerous changes due to technological advancements, which influence employee well-being. These conditions have created various work-related issues, further complicated by the current economic performance, which has declined. The objective of this study is to identify the relationship between work values and job satisfaction with psychological well-being among secondary school teachers in Manjung, Perak. This is a quantitative study utilizing a survey approach involving 115 teachers, consisting of 24 male and 91 female teachers aged between 20 and 60 years. Data were obtained from the Work Values Inventory, the Minnesota Satisfaction Questionnaire, and the Psychological Well-Being Inventory. Statistical analysis was performed using the Statistical Package for Social Science (SPSS) version 26.0. The study findings indicate a significant relationship between work values and job satisfaction ($r=0.258$, $p < 0.05$). However, the findings show no relationship between psychological well-being and work values ($r= -0.096$, $p > 0.05$) as well as psychological well-being and job satisfaction ($r= -0.126$, $p > 0.05$). Overall, the highest work values focus on the human subscale for both male and female teachers. The highest job satisfaction levels, intrinsic and extrinsic, were observed among male teachers compared to female teachers. Psychological well-being was found to be at a moderate level for all teachers. This study provides valuable insights for schools to consider the aspects of work values, job satisfaction, and the psychological well-being of teachers. Job satisfaction decreases when there is an imbalance between values and roles in work and family life, disrupting psychological well-being and reducing teacher performance.

Keywords: Work Values; Job Satisfaction; Psychological Well-Being; Secondary School Teachers

