A PRELIMINARY STUDY OF MULTIPLE JOBS HOLDING AMONG TEACHERS IN MALAYSIA

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Abstract: In times of economic turbulent, many employees seek extra job to cover the cost of living and other physiological needs for survival. Among many occupations, teachers are likely to have a second job. The purpose of this study is to investigate the participation of teachers on holding multiple jobs at one time. To determine the degree of teachers' participation on multiple works, this study utilized a survey method by using 11 items on job characteristics (Oldham and Hackman, 1975) and Betts (2002) assessment instruments in investigating the phenomenon of multiple job holders in labour market. The respondents of this study are teachers from public primary school in an urban area. The findings of this study reveal that more than fifty percents of teachers that were participated in this study involved in multiple jobs. Interestingly, this study also discovers that teachers are also involved in various types of occupations in many areas. The important findings of this study indicate that teachers are moderately satisfied in various elements of the second jobs. Future research need to be conducted in order to determine the feelings and perceptions of teachers both primary and secondary public schools on their second jobs while having permanent jobs as teachers.

Keywords: Teachers, multiple – job holding, multiple – job holder

I. INTRODUCTION

Among many issues in human resource management, the issues of employees participating in multiple jobs are often ignored. The development of technology, unstable political situation in the country, significant changes on social and demographic factors as well as uncertain fluctuations of economic situation and many other external factors have contribute to the phenomenon of having second jobs. The increasing costs of living around the globe also affect the attitude and behaviour of the employees on their jobs. Having one job was perceived as insufficient by employees thus the employees need to have another job to support their income. Prior studies indicated that employees from many types of occupation irrespective of white collars or blue collars are involved in extra jobs. Studies on employees holding more than one job are very limited in both academic areas and non – academic areas.

The issue of employees having extra jobs is not a new phenomenon. The earlier study on multiple jobs among employees was found in 1960s. Unlike other work–related theories in science social field, the issue and discussion of multiple–jobs holding are often ignored and overlooked by government and policy makers, and yet little attention was given by academic scholars. In addition, studies on multiple–jobs holding among employees focus on qualitative approach rather than quantitative methods. Among many type of job in labour market, it is undeniable that occupation such as teachers is quite popular in participating in multiple works. Due to very limited study on this issue, this paper attempts to extent the research of multiple–jobs holding among teachers in Malaysia.

II. MULTIPLE JOB HOLDING

Multiple – job holding refersto the activity of working at second job in the evenings or at weekends without telling the income tax authorities. Employees who hold second job or more than one job is term as multiple job holder. The existence of the multiple job holders in employment market have created a "black economy" where the extra income earned by the employees is 'off record in the pay slip'. Typically, the extra income earned was less likely to be reported, documented, or even informed to the government as well as employers. A critical analysis on the issues of employees holding second job shows there is no indication that this phenomenon is shrinking and the number of second job holders in labor market are found to be growing year by year.

The increasing number of multiple job holders could be in several situations. First, multiple job holders was found to have more than one or more jobs receive salary and wages from two employers or more. Secondly, multiple job holders are the people who are self-employed and combined their salary and wages. Thirdly, multiple job holders were found as people who are unpaid family workers on their primary jobs and combine their wages and salary.

The situation where employees tend to search extra job activities occurs when economic situations are fluctuated. Studies on multiple jobs holding found that the teachers who participated in multiple jobs possess several goals. Teachers searching extra job because they want to meet the uncertain financial condition, cover the living cost, improve and maintain the standard of living. The goals of holding multiple jobs are not only limited to financial factor, but to same extent teachers searching extra jobs

because they want to express their personal interest on the second job as well as gain more experience from the job, diverse the type of work, and treat the activities as preparation to leave the teaching profession.

The participation of teachers in multiple jobs carries several negative implications to their performance. Several studies highlighted that teachers' productivity would be badly affected individually and school performance as a whole. This situation would occur when teachers spent their time on their second job, they would be too exhausted, stressful, fail to meet work standard, and decrease in their work role. As a result, the primary job as teachers would suffer badly because the teachers have invested their energy excessively and personal resources on their second job. There is a high possibility of teachers would be unable to cope with their work mainly on teaching preparations, grading appears, and assigns homework to students. Consequently, unprepared teachers would make the teaching quality suffers. Thus, the involvement on teachers on second job would produce adverse effect of the whole education system in the country. This study intends to determine the participation of teachers on multiple job activities particularly in Malaysian context. This study also aims to determine the extent of multiple job holders among primary school teachers in Malaysia. To date, there is a dearth of academic research on multiple job activities in social science field. The results of this study would generate important findings and information that could extent the understanding and contribute to the body of knowledge on these particular areas. Moreover, the findings of this study also would be useful to the government and education policy makers in Malaysia.

III. METHODS

A. Sample

This preliminary study was conducted in one primary schools located on an urban area in Malaysia. Twenty five sets of questionnaires were distributed to the respondents. All completed questionnaires were found to be usable and were then analysed in this study.

B. Measures and instrument

To guide this study, a personal interview and observation were conducted with the school leader. Pre–investigation are extremely important in order to obtain specific aspect of research procedures that could work as intended before the actual research could be performed. Based on the discussion, the school principal informed that the teachers who hold multiple jobs may refuse to be interviewed due to feeling of insecurity, and personal interview perhaps will be viewed as a potential threat that could harm their identity and career. Thus, this study has adopted quantitative mode as ideal approach by means of a surveyas a way to obtain responses from the respondents.

The questionnaire was divided into three parts. Firstly the multiple job holder demographic characteristics were gathered, second part covers a set of multiple job characteristics, and lastly the demographic variables of the respondents in this study.

The job characteristics model that was developed by that were utilized by on multiple job holding study were also used by this study. Previous studies of employees' attitudes and behaviours proved that the job characteristics model by as most reliable instruments. The response of each item were anchored from 1 (minimal amount) to 7 (maximum amount) Likert scale.

IV. RESULTS AND DISCUSSION

To determine the reliability, each item of multiple job holding characteristics was assessed by using Cronbach's Alpha coefficient. The value of internal consistency of the model is $\alpha = 0.905$ which indicate highly consistent.

A descriptive analysis was performed to determine the frequencies of the number of respondents based on the demographic data. The data analyses reveal that 60 percents of the respondents of this study were actively involved in multiple job activities. The statistics of multiple job holders' characteristic provide several important findings as presented in Table 1 below.

Table 1: Multiple Job Holders' Demographic Characteristics

Characteristic	Percentage %
Gender:	
Male	64
Female	36
Marital Status:	
Single	40
Married	60
Type of Employment:	
School System	12.5
Personal Business	50.0
Family and Friends	18.8
Other Employer	18.8
Multiple Job Activities:	
Education related	43.8
Public Service	6.3
Agriculture	12.5
Business	31.3
Technical Related	6.3

The Connection of Primary Job to Second Job:	
Highly related to teaching	31.3
Somewhat related to teaching	25.0
Unrelated to teaching	43.8
Reasons for Multiple Job Holding:	
Personal Interest	37.5
More experience	6.3
Financial Rewards	56.3

In terms of gender, this study discovered that men were highly involved in holding multiple jobs as compared to women. The findings of this study contradict with where their time series studies since 1980s found that women are actively involved in multiple jobs as compared to men.

While, married teachers were found as a group that actively involved in multiple jobs activities as compared to single teachers. In similar vein, the results of this study are also similar with where married teachers are actively involved in multiple jobs as compared to single teachers.

With respect to the type of employment, the result reveals that most respondents involved in personal business. While some teachers who hold multiple jobs prefers to work under school system, some teachers are working with family and in friends business, and also other employer that are not related with their family.

With regard to teachers' multiple job activities, the result indicate that the second job held by teachers are related to the educational area. This is followed by other types of businesses, agriculture, public service, and technical related.

This study also determined whether the primary job as teachers has connection with the second job, the result indicate that 43.8 percents of the respondents secondary jobs are unrelated to their teaching profession whereas 25 percents of the respondents indicate the secondary job are somewhat related, while 31.3 percents of the respondents stated that secondary jobs is highly related to the teaching career. The connection between primary job and secondary work covers tutoring activities and also coaching with a percentage of 56 percents.

The results also reveal that, teachers who participated in multiple jobs due several reasons. Firstly, teachers seek second job because of financial rewards. It is discovered that 25 percents of the respondents earn income more than the value of their actual salary as teachers. The results of this study are in line with previous studies by. As rewards become the major focus to hold secondary job, there are several reasons behind this situation. justified the financial factor acts as a motivation to hold multiple jobs because the earning from primary job is insufficient. The situation becomes more critical when the economic situations in the country are uncertain. As the economy becoming much more critical, the needs for secondary job are in high demand. Earning extra income from the secondary job is extremely important to cover the cost of living for personal, family, meeting regular expenses, and also other financial obligations. In similar vein, added that employees such as teachers hold second job is not merely about fulfilling the physiological need for survival but teachers want to improve or simply maintain the standard of living. Moreover, while performing secondary job it is not only for the sake of money but the secondary job would functions as a way for the teachers to express themselves as they set interest on the secondary job. Furthermore, if teachers are solely focus on teaching, it could create boredom by doing repetitive job and faced the same problems in everyday work. Hence, teachers search secondary job as a way do diverse the type of work other than teaching.

Secondly, this study also found that the teachers search secondary job for a reason of personal interest on the second job. Thirdly, this study also discovers teachers seek second job because the teachers want to gain more experience from the second job. This is in line with where they mentioned that employees that explore new career while having primary job would be able to develop new skills that may related or unrelated to their job. At broader scope, the teachers seem like taking their own initiatives to learn new skills other than teaching skills in second job.

This study also extends the findings by determining the degree of participation of teachers on the job attributes of the second jobs. A total of 11 items of job attributes by were examined in this study. In order to determine the level of variable measured, the items were assessed by using mean scores for each item.

Table 2: The Characteristic of Multiple Jobs of Teachers

	Multiple – Jobs Characteristics	Mean	Std Deviation
1.	The amount of variety in my second job	5.00	1.464
2.	The opportunity to do a number of different things	5.13	0.915
3.	The opportunity for independent thought and action	5.13	0.743
4.	The freedom to do pretty much what I want from my second job	5.27	0.884
5.	The opportunity to do a job from beginning to end (ie..the chance to do a whole job)	5.27	0.884
6.	The opportunity to complete the work I start	5.13	1.060
7.	The opportunity to find	4.73	0.884

	out how well I am doing on my second job		
8.	The feeling that I know whether I am performing my second job well or poorly	4.93	1.033
9.	The opportunity in my second job to give help to other people	5.13	0.915
10.	The opportunity in my second job to get to know other people	4.80	1.424
11.	The opportunity to develop close friendship in my second job	5.00	1.254
Total Mean		5.05	

The Table 2 depicts several important elements in the multiple jobs performed by the teachers. For the purpose of this study the cut-off points for mean values are as follows; 1.00 to 3.99 is low, 4.00 to 5.99 are moderate, and 6.00 to 7.00 are high. Overall, the mean values for all elements ranged 4.73 to 5.26, these values are considered as moderate. The lowest value of job attributes of the second job was ability to perform well, where mean value is 4.73 that indicates moderate level. While, the highest value of second job held by teachers are freedom to perform the job and ability to complete the job till the end. The overall mean values of multiple job characteristics indicate that teachers who took part in secondary job are is at moderate level where mean value is 5.048.

CONCLUSION

Based on the results presented above, the findings of this study indicate that the phenomenon of holding multiple jobs is does exist among teachers in Malaysia. Surprisingly, out of total number of teachers that participated in this study, 60 percents of the teachers are actively involved in multiple jobs holding or having second job. The issue of teachers actively participating in multiple job activities should not be overlooked. Due to very limited research on multiple jobs holding among employees in the literature, there is a need for more research in the future. Future research should extend the scope of multiple jobs holding of employees on wider aspects of work. To name a few, teacher performance, professionalism, primary involvement on job, commitment, intention to quit, and also school climate as a whole should also be considered. Therefore the need for future research on the issue of multiple jobs holding among teachers in primary and secondary schools are highly needed. This is due to the fact that little investigation based on statistical data exist on this issue and there is so many things yet to be discovered about the impact of multiple job holding on the teachers in education system.

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