

7th International Economics & Business Management Conference, 5th & 6th October 2015

## Employee Job Search Motivation factors: An evidence from electricity provider company in Malaysia

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### Abstract

Having unpleasant feelings about job may lead individuals to search alternative mechanisms in order to reduce the dissatisfaction. This study aims to investigate the motivation factors that influence the employed employees to search for a new job. The data were collected from a well-known Malaysia electricity provider company. Three hundred observation was used to test the hypothesis. The data were analyzed by using Correlation Bivariate analysis. The results illustrate that the environment is the most influential job search motivation factor.

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Peer-reviewed under responsibility of Universiti Tenaga Nasional

**Keywords:** Motivation factors, employed employees, electricity provider, correlation bivariate analysis, the environment.

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### 1. Background

Recruitment has a crucial impact on decision-making within the organizations and by individuals (Momin, & Mishra, 2015; Breaugh, 2012). Job dissatisfaction is an important issue for many people including managers, customers and employees, as well as a matter for organizations. This is because, in general, job dissatisfaction probably contributes to several issues such as mental and physical health, lower level of turnover and absenteeism (Jha & Bhattacharrya, 2012). Voluntarily turnover has been detected as the serious problem for some companies in Asia such as Malaysia, Taiwan, etc (Ahmad & Bakar, 2003). Ramlal (2004) views that job hopping has become a culture for many employees in Asia. These show the employees that are having unpleasant feelings about job may lead individuals to search alternative mechanisms in order to reduce the dissatisfaction (Jha & Bhattacharrya, 2012).

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Rosse & Saturay (2004) claim that the more dissatisfied an individual is, the more likely he will engage in negative reactive behaviours, such as quitting, rather than adaptive behaviours, such as problem solving or adjusting expectations. The conclusion is that quitting is a possible behavioural outcome from job dissatisfaction.

Job dissatisfaction in a current job leads to the search for a new job (Ito et al, 2014). Job search can be used as a means of improving employment conditions in one's current organization (Wallace & Tauber, 2014). Job search behaviour can occur in a variety ways, depending on employees' needs, motivations and/or expectations (Liu et al, 2014). In theory of motivation, previous researchers relate the influence of motivation in deriving job satisfaction or decreasing job dissatisfaction (Jha & Bhattacharrya, 2012); which will make an employee motivated at workplace (Tyagi, 2015), motivated to do work (Hayati & Caniogo 2012)

## **2. Understanding job search motivation in recruitment context**

Motivated employees are needed to ensure the operational health of each organisation. This is because motivated employees help businesses to succeed, as they are more productive (Almacik et al., 2012). Hence, motivated employees can contribute to making an organisation more valuable and profitable (McKenzie-Mohr & Schultz, 2014).

From a job search view, motivation is an encouragement for employees to search for a new job (Altmam et al, 2015). This is because the employees expect that their expectation can be fulfilled in the new place perhaps. The expectations can be viewed in terms of 1) a new expectations (after they started or they have experienced for sometimes in their existing job) or 2) the expectations that they expected since day one they started their existing job. Employees are motivated to search a new job due to job dissatisfaction that faced in the existing organization (Bickford, 2005). Dissatisfaction leads to the question of what job attributes employees seeking a change are most likely to be looking for in alternative employment. If one assumes that job seekers are motivated to shift jobs because of dissatisfaction with the characteristics of their current position, what then might be the most important characteristics they will be hoping to find in advertisements for positions elsewhere?, and how will these impact their decision to apply?

In relation with the above discussion, job search motivation does reflect the preference of job characteristics within job search context; the right job characteristics able to attract a range of quality job applicants (Costello, 2006). In contrast, failure to attract the right job applicants indicates the unsuccessful results of recruitment (Swider et al, 2015) This is crucial to ensure the retention of quality employees and the financial success of the company in the long run (Momin, & Mishra, 2015) Substandard recruitment results in an organization failing to hire the right potential employees (Swider et al, 2015). This may incur the cost of further recruiting for the organization and may contribute to a decreasing level of job satisfaction of new employees (Delfagaauw, 2007).

Recruitment from the employee's perspective is about an employee's attempts to match his/her knowledge, skills and ability with the opportunities offered by the employer (organisation) (Kristof, 1996); it is more about an employee's desire to satisfy their desires and needs. Similar to Kennedy (2005), Kristof (1996) found that experienced employees are much more concerned with fulfilling their unmet expectations. Thus, from an employee's perspective, a job search is concerned with the fit between the individual and the opportunities and resources offered by the organization. Clearly, goodness-of-fit is important to the employee when engaging in the recruitment process.

### **2.1 Job search motivation factors**

Helepota (2005) defines motivation as "a person's active participation and commitment to achieve the prescribed results". This suggests that individual motivation is important in order for organisations to function well. Without motivation, employees cannot offer their best, resulting in the company's performance being less efficient. To be effective, managers need to understand what motivates employees within the context of the roles they perform. Of all the functions a manager performs, motivating employees is arguably the most complex. This is due

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