

## **CHAPTER 5**

### **Conclusion and Implications**

#### **5.1 Introduction**

This chapter 5 discusses about the conclusion of the research findings. Besides, this chapter discusses about the managerial implication to contribute what management should do to overcome from negative relationships of working conditions and family relationships to job satisfaction. Next part of this chapter discusses about limitation of research during conducting the research. The last part discusses about the suggestions for the next research.

#### **5.2 Conclusions**

This research has described the issue of how Myanmar seafarers' working conditions, family relationships and work motivation related to job satisfaction. Thereafter, from 4 hypotheses, two hypotheses were supported. The findings showed that working conditions positively related to job satisfaction. Otherwise, family relationships have not significant positive relationship to job satisfaction. Further, work motivation generates stronger relationship between working conditions and job satisfaction. But, it is not proven that work motivation generates stronger relationship between family relationships and job satisfaction.

### **5.2.1 Working Conditions**

Myanmar seafarers' working conditions has significant effect and positively related to job satisfaction. Working conditions positively related to job satisfaction since seafarers have to conduct with dangerous conditions and unpredictable weather. Thus, they find less satisfaction on their job.

In addition, long hour of works derive seafarers to less satisfy to their job. As the impact of long hour works, it induces seafarers to fewer participate in recreation and communication with others coworkers or fellows. Perhaps, these lead seafarers to feel lonely. Work environment such as noisy at workplace and just having little space to work comfortably may lead seafarers to feel uncomfortable at work and these make seafarers to less satisfy to their job. Therefore, the better working conditions may induces the greater seafarers' job satisfaction, in a different ways, when working conditions better seafarers are satisfy to their job.

### **5.2.2 Family Relationships**

Myanmar seafarers' family relationship has no significant effect and positively related to job satisfaction. In other words, seafarers' family relationships are not significant to job satisfaction. This situation caused by the amount of times that seafarers have to exert to their job. Seafarers find difficulty to spend times with their family as they have to work for about 10 months or more on ship. Thus, the relationship between seafarers and families becomes un-

warmly and different. After that, much time spending at work drives seafarers to absence or less fulfil their family responsibility. If they are already married and have children, they face difficulty to fulfil as a spouse and parents role while they are offshore. Even seafarers are single, they face difficulty to take part in family affairs and maintain friendship with their friends during their duty on ship.

Subsequently, seafarers less satisfied to their job because of job demands. Job demands lead them not to take relaxed at home. Some seafarers experienced they have to work on ship again recently they arrive home from ship. Hence, seafarers need better assistance from management to satisfy their job.

### **5.2.3 Work Motivation**

Myanmar seafarers' work motivation generates stronger relationship between working conditions and job satisfaction. Seafarers can be motivated from feeling of accomplishment as they are working as a seafarer. Because, their aim accomplished that lead them to satisfy their jobs. Next, allowing seafarers to learn new skills at their job make them to more satisfy their job. Those new skill enable seafarers for getting, keeping, and doing well on their job. Recognition for doing job well from superior or employer promotes seafarers to more satisfy their job. Then, seafarers are satisfied their job since their job is challenging and exciting. Mostly, in this 21st century, people like to work in challenging conditions, thus, seafarers are satisfied with their job. Anyhow, work motivation cannot generate stronger relationship between family relationship and job satisfaction.

### **5.3 Managerial Implication**

Job satisfaction is a matter that should be concerned by shipping companies and management. Sometimes shipping companies only focus on how to get profits and management focus on to get their duty well done without thinking about their employers (seafarers) satisfaction to their job. Thus, it looks like shipping companies and management do not think about the seafarers' lives and attitude on their job. They just force seafarers to finish their job to receive high profits. Therefore, it is not surprising that seafarers are less satisfied to their job.

The research result indicates that seafarers' working conditions positively related to job satisfaction but not significant to relationship between family relationships and job satisfaction. Hence, this research gives insights that seafarers' job satisfaction should be understood by shipping companies and management. Afterward, to promote seafarers' job satisfaction, shipping companies and management can assess their employers (seafarers) by using job satisfaction scale developed to make more informed in their administration. There some suggestions to assist shipping companies and management to promote seafarers' job satisfaction, they are:

#### **i. Working Conditions**

In situations where working conditions are sound and deemed to be appropriate, employees are said to be better equipped to do what is expected of

them (Atambo et al., 2013). Working conditions can assist to promote seafarers' performances more effectively. Then, when seafarers are working in dangerous and uncomfortable working conditions, it leads seafarers to less satisfy to their job. Therefore, shipping companies and management should contribute superior working conditions.

One of the ways is improving safety at work. Safety at work is carried out to ensure working conditions without danger to life or health, or, to avoid accidents, injuries, occupational diseases and, or at least mitigate their consequences (Bakotić and Babić, 2013). Likewise, another way to contribute working conditions is improvement of equipment and tools. Equipment (machinery, equipment, plant, tools, supplies, laboratory equipment, etc.) that employees use in their work has to be functional and correctly to avoid injuries at work or reduced performances (Bakotić and Babić, 2013). The most important ways is to provide sufficient rest hours and convenient working environment. Inadequate rest hours make seafarers to become fatigue and negative perspective on their job. Convenient working environment accommodate seafarers to less stress and more productivity. By doing so, it can simulate seafarers' working conditions at their workplace; give more satisfaction to their job.

## **ii. Family Relationship**

Working as a seafarer on ship is considered as a glamorous and interesting, especially by young people. But, it can also take away family and social life as charges. Viljoen and Müller (2012) expressed in their study that seafarers find their relationship with their families to be very challenging. The career choice of seafarers creates problems in their relationship with their family because they become in a sense strangers and outsiders to their loved ones. Further, long periods away from home, reduced number of seafarers per ship, and increased automation caused seafarers to suffer loneliness and homesickness.

Hence, to overcome these impacts, shipping companies and management should contribute seafarers by providing good internet access to make contact easily with their families while they are at sea. Nowadays internet is essential for everyone to contact with someone who are at distance and seek knowledge and information. Internet helps seafarers and their family to connect each other daily or whenever and reduce the sense of being far from each other. Then, shipping companies and management should provide shorter tour duty to seafarers, i.e.; lower than ten months of tour duty on ship. Short tour duty on ship can support better relationship between seafarers and their families.

## 5.4 Limitations of Research

There were some limitations in this research. The limitation bordered the research because of unconditional situation and the weaknesses during conducting the research. The limitations of this research as follows:

5.4.1. The research used online research questionnaire form as data collection method. So, the researcher should mail by attaching online questionnaire form link through social media to the respondents and asking them to participate in the study. The way to get the respondents seemed create inconvenience situation for respondents, as the impact many seafarers rejected to fill the questionnaire and mostly they are not enthusiastic to fill the questionnaire. Then, 172 questionnaires could not be analyzed further because of incompleteness and inconsistency in answering the questionnaire.

5.4.2. This research accessible population was limited to Myanmar seafarers who live in Yangon city so the finding might not be generalizable to any definable population. Furthermore, non-probability sampling method usage may have limited generalizability.

5.4.3. The research used purposive sampling and was limited to respondents who have at least one year experience of working as seafarers. As the impact, seafarers who have less experience of working or new comers have fewer chances to participate in the study.

5.4.4. Furthermore, this research drew 250 respondents. The number of respondents may not cover all seafarers in Yangon City. Because of the time limitation in collecting respondents led the researcher drew available respondents that met the qualification. Therefore the real condition might not fit with the result in this research and it can lead low response rate.

5.4.5. The further limitation of this study was that the respondents were not distinguished accordance with their rank or responsibility of duty on ship. With the intention to reach assessable respondents easily, researcher focused to all seafarers rank. For that reason, the results drawn from the finding results might not represent to any particular definable population.

## **5.5 Suggestions**

Since the research results showed working conditions could explain small amount ( $R\text{-square} = 8.1\%$ ) variation in job satisfaction, future research expect to conduct in large sample size to prove that working conditions more significantly related to job satisfaction. Then, it had been found out that family relationships have insignificant result and it positively related to job satisfaction. Therefore, for further research, it might need deeper research to measure family relationships of seafarers. By doing so, it can help to approve that seafarers' family relationships have significant relationship to job satisfaction. Moreover, future researches can investigate the relationship between working conditions and



job satisfaction by using or controlling demographic variables (e.g. age, tenure and responsibility) to find distinct empirical result.

Due to time limitation, current research population was drew from Yangon, thus for future researches it is highly advised to conduct research in different part of Yangon to promote the more detailed analysis. In addition, for future studies researchers are expected to investigate and compare lives of seafarers within domestic and others countries to identify similarities and differences in job satisfaction of seafarers across countries. Finally, the next researches are expected to relate other effects or factors (i.e. occupational risks, job perceptions, intention to stay and job performance) to enrich the understanding about seafarers. Thereby, improve the understanding of seafarers' life and their perceptions on their job consequence.

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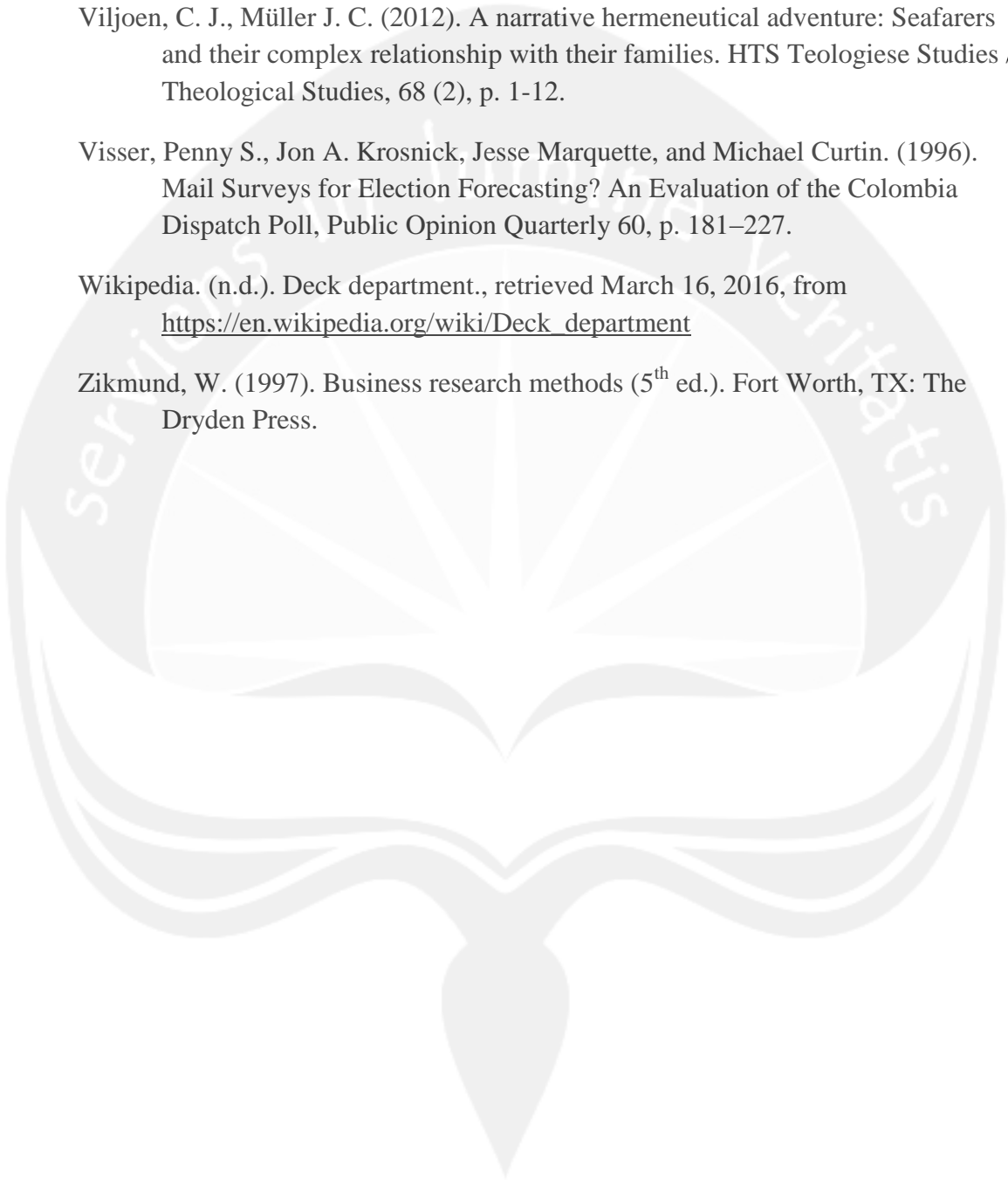
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## Appendix 1: Table of Seafarers Ranks or Responsibility

No.	Seafarers Responsibility	Definition	Sources
1.	Master	The captain or master is the ship's highest responsible officer, acting on behalf of the ship's owner. The captain is legally responsible for the day-to-day affairs of the ship as he/she is in command. It is his responsibility to ensure that all the departments under him perform legally to the requirements of the ship's owner.	<a href="https://en.wikipedia.org/wiki/Seafarers_professions_and_ranks">https://en.wikipedia.org/wiki/Seafarers_professions_and_ranks</a>
2.	Chief Officer	The Chief Officer/First Mate primary responsibilities are the vessel's cargo operations, its stability, and supervising the deck crew. The mate is responsible for the safety and security of the ship, as well as the welfare of the crew on board.	<a href="https://en.wikipedia.org/wiki/Seafarers_professions_and_ranks">https://en.wikipedia.org/wiki/Seafarers_professions_and_ranks</a>

3.	Second Officer	The Second Mate or second officer is the 3rd most experienced deck department officer after the Captain/Master and Chief Mate. The Second Mates primary duty is navigational, which includes updating charts and publications, keeping them current, making passage plans, and all aspects of ship navigation.	<a href="https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks">https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks</a>
4.	Third Officer	A Third Mate (3/M) or Third Officer is a watchstander and customarily the ship's safety officer and fourth-in-command (fifth in some ocean liners)	<a href="https://en.wikipedia.org/wiki/Third_mate">https://en.wikipedia.org/wiki/Third_mate</a>
5.	Able Seaman	An able seaman (AB) is an unlicensed member of the deck department of a merchant ship. An AB may work as a watchstander, a day worker, or a combination of these roles.	<a href="https://en.wikipedia.org/wiki/Able_seaman">https://en.wikipedia.org/wiki/Able_seaman</a>
6.	Ordinary Seaman	The Ordinary Seaman (OS) works in the deck department of the ship. He is one of the unlicensed members of the deck department and the main duty is maintaining the cleanliness of the whole ship. He serves as the assistant of the Able Seaman and can be assigned to do any of the various tasks in the ship.	<a href="http://www.seamanjobsite.com/profile_item-6/Ordinary-Seaman.html">http://www.seamanjobsite.com/profile_item-6/Ordinary-Seaman.html</a>

7.	Deck Cadet	As part of the team servicing the day-to-day operations of the ship, Deck Cadets assist and understudy the ship's Deck Officers in their duties. Deck Cadets enter into a training programme that lasts between 18 months and three years, a large part of which will be spent onboard receiving structured training and building up experience.	<a href="http://www.maritimeinfo.org/en/Careers-Guide/deck-cadet">http://www.maritimeinfo.org/en/Careers-Guide/deck-cadet</a>
8.	Deck Rating	Deck Ratings are responsible for the maintenance and upkeep of the external areas of the vessel. They are also involved in aspects of the navigational, mooring/ anchoring and cargo operations and, Emergency Response.	<a href="http://bgc.com.bn/deck-ratings-engineering-ratings-catering-ratings/">http://bgc.com.bn/deck-ratings-engineering-ratings-catering-ratings/</a>
9.	Third Engineer	A Second Assistant Engineer or Third Engineer is usually in charge of boilers, fuel, auxiliary engines, condensate and feed systems, and is the third most senior marine engineer on board.	<a href="https://en.wikipedia.org/wiki/Second_assistant_engineer">https://en.wikipedia.org/wiki/Second_assistant_engineer</a>

10.	Junior Engineer	Junior engineer is the most junior marine engineer of the ship; he or she is usually responsible for electrical, sewage treatment, lube oil, bilge, and oily water separation systems. Depending on usage, this person is called "The Third", or "The Fourth", and usually stands a watch.	<a href="https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks">https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks</a>
11.	Electrical Engineer	The electro technical officer sometimes referred to as the electrical engineer or simply electrician is in charge of all the electrical systems on the ship. The electrical engineer is one of the most vital positions in the technical hierarchy of a ship and engineer is responsible for their assigned work under the chief engineer's instructions.	<a href="https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks">https://en.wikipedia.org/wiki/Seafarer%27s_professions_and_ranks</a>
12.	Engine Cadet	Engine Cadet is a trainee officer. Understudies the other engine department personnel. He is candidate to be an engine officer in the future.	<a href="https://en.wikipedia.org/wiki/Engineering_officer_(ship)">https://en.wikipedia.org/wiki/Engineering_officer_(ship)</a>

13.	Oiler	Oilers are members of the engineering department which help keep large ship motors and engine parts properly lubricated. They also record gauge readings, do machine repairs and perform routine maintenance and cleaning tasks.	<a href="http://work.chron.com/qualifications-becoming-oiler-merchant-marine-ship-6407.html">http://work.chron.com/qualifications-becoming-oiler-merchant-marine-ship-6407.html</a>
14.	Wiper	A wiper is the most junior crewmember in the engine room of a ship. The role of a wiper consists of cleaning the engine spaces and machinery, and assisting the engineers as directed.	<a href="https://en.wikipedia.org/wiki/Wiper_(occupation)">https://en.wikipedia.org/wiki/Wiper_(occupation)</a>
15.	Fitter	Fitter is a worker who ensures that the components of a ship are attached together by welding or by riveting. The ship fitter does the job of assembling all the structural parts of the ship and also erecting the same.	<a href="http://www.marine-knowledge.com/what-does-a-fitter-do-on-ships/">http://www.marine-knowledge.com/what-does-a-fitter-do-on-ships/</a>
16.	Pumpman	The Pumpman is part of the liquid cargo transfer team and is positioned on the drill floor or mud pump room as required. Duties include the operation of liquid transfer pumps, stripping pumps, coalesces and separators, strainers, valves, fittings, deck machinery and associated piping. Further responsibilities include	<a href="http://veedoor.com/resources/oilfield-job-descriptions/offshore-pumpman-job-description/">http://veedoor.com/resources/oilfield-job-descriptions/offshore-pumpman-job-description/</a>

		overhauling, repair and general maintenance of valves, pumps, reach rods, packing glands and stuffing tubes.	
17.	Motorman	The Motorman executes routine checks of the machinery, tanks, bilge and pump-rooms along with the daily operation and maintenance of the machinery.	<a href="http://www.maerskdrilling.com/en/jobs-and-careers/explore-the-different-offshore-positions/maintenance-version-2/motorman-and-engine-room-responsible">http://www.maerskdrilling.com/en/jobs-and-careers/explore-the-different-offshore-positions/maintenance-version-2/motorman-and-engine-room-responsible</a>
18.	Chief Cook	A chief cook is a person who works in the kitchen of a ship as the senior member of a cooking team. The chief cook is board responsible for coordinating the preparation and cooking of all meals on the vessel, and he or she may also be responsible for other duties such as cleaning, purchasing ingredients, designing a menu, and so on.	<a href="http://www.wisegEEK.com/what-does-a-chief-cook-do.htm">http://www.wisegEEK.com/what-does-a-chief-cook-do.htm</a>

## Appendix 2: Questionnaire in English Version

### Research Questionnaire:

#### A Descriptive Study on The Relationships between Working Conditions, Family Relationships and Job satisfaction of Myanmar Seafarers: Work motivation as a Moderator

These questions are made as a tool to find data and information for a thesis which intends to describe about Myanmar seamen who live in Yangon. Please, kindly fill all the questions which were stated as below.

#### Part I: Demographic Profile

**Instruction:** Please, fill the blank (.....) and choose one answer number (a, b, c, d, or e) in the following every questions which match to your information.

1. **Respondent name:** ..... (Don't need to describe your full name)

2. **Nationality:** .....

3. **How old are you?**

- a. 18-35 years      b. 36-55 years      c. above 55 years

4. **What is your educational level?**

- a. High School      b. Diploma      c. Graduated      d. Post Graduated

5. **What is your marital status?**

- a. Single      b. Married      c. Other

6. **What is your salary?**

- a. 200\$-700\$    b. 800\$-1300\$    c. 1400\$-1900\$    d. 2000\$- above 2000\$

**7. How long have you been working as a seafarer?**

- a. 1-4 years    b. 5-8 years    c. 9-12 years    d. 13 - above 13 years

**8. On the average, how many times have you been working on ship in your working career as a seafarer?**

- a. 1-3 times    b. 4-6 times    c. 7-9 times    d. 10-above 10 times

**9. What is your position/responsibility on ship? .....**

**Part II: Working Condition, Family Relationships, Job Satisfaction and Work Motivation.**

**Direction:** Please *mark* √ in the following *every questions* which match to your opinion.

**Assessment scale:**    **SD= Strongly Disagree,**    **D= Disagree,**    **N= Neutral,**    **A=Agree,**    **SA= Strongly Agree**

No	Questions	SD	D	N	A	SA
1.	I am handling harmful or toxic substances at work.					
2.	Exposed to temperature at work.					
3.	Exposed to noise at work.					
4.	I have to lift or move heavy loads at work.					
5.	I am paying close or very close attention at work.					
6.	I am not performing complex, complicated					



	or difficult tasks.					
<b>7.</b>	I have little space to work comfortably at work.					
<b>8.</b>	My work takes up time that I would like to spend with my family.					
<b>9.</b>	The amount of time my job takes up makes it difficult to fulfil my family responsibility.					
<b>10.</b>	My job makes it difficult to be the kind of spouse or parent or son that I would like to be.					
<b>11.</b>	The demands of my job make it difficult to be relaxed all the time at home.					
<b>12.</b>	I am satisfied with the presents working hours.					
<b>13.</b>	I am satisfied with my working conditions.					
<b>14.</b>	I am satisfied with my existing salary.					
<b>15.</b>	I am not satisfied with the compensation that I get from job.					
<b>16.</b>	I am satisfied with work relationships with the people around me.					
<b>17.</b>	I am satisfied with overall job security.					
<b>18.</b>	I feel satisfied with my job because it gives me feeling of accomplishment.					
<b>19.</b>	My job allows me to learn new skills for career advancement.					
<b>20.</b>	I receive adequate recognition for doing					

	my job well from my superior or employer.					
<b>21.</b>	I do not blame others; I take responsibility for my part in mistakes.					
<b>22.</b>	My job is challenging and exciting.					

Thank You Very Much!



## Appendix 2: Questionnaire in Myanmar Vision

သုတေသနမေးခွန်းများ။ ။

မြန်မာသင်္ဘောသားများ၏ အလုပ်အခြေအနေ၊ မိသားစုဆက်ဆံရေး၊ နှင့် အလုပ်အပေါ်စိတ်ကျေနပ်မှု တို့၏ဆက်စပ်မှု၊ ထိုဆက်စပ်မှုတို့အကြား အလုပ်၏စိတ်ခွန်အားပေးမှုကိုထပ်ဖြည့်၍ လေ့လာဖော်ပြခြင်း

ယခုပေးထားသည့် မေးခွန်းများသည် ရန်ကုန်တွင်နေထိုင်သည့် မြန်မာသင်္ဘောများအကြောင်း ဖော်ပြရေးသားသည့် စာတမ်းအတွက် လိုအပ်သည့် အချက်အလက်များကို ရှာဖွေရန် ပြုလုပ်ထားခြင်း ဖြစ်ပါသည်။ ကျေးဇူးပြု၍ အောက်တွင်ဖော်ပြထားသည့် မေးခွန်းများကိုပြည့်စုံစွာ ဖြည့်ပေးရန် မေတ္တာရပ်ခံအပ်ပါသည်။

အပိုင်း ၁။ လူဦးရေနှင့်စပ်ဆိုင်သော ကိုယ်ရေးအကျဉ်း

ညွှန်ကြားချက်။ ။ ကျေးဇူးပြု၍ ပေးထားသည့် ကွက်လပ်(.....)များတွင် အဖြေများကိုဖြည့်ပြီး၊ (က၊ ခ၊ ဂ၊ ဃ) စသဖြင့်ရွေးချယ်ရန်ပေးထားသည့် မေးခွန်းများတွင် သင်နှင့်ကိုက်ညီသည့် အဖြေတစ်ခုကို ရွေး၍ ဖြည့်ပါ။

၁။ ဖြေဆိုသူအမည်..... (နံမည်အပြည့်အစုံဖြည့်စွပ်ရန်မလိုပါ)

၂။ လူမျိုး.....

၃။ သင်၏အသက် ဘယ်လောက်ရှိပြီလဲ။

(က) ၁၈ - ၃၅ နှစ်                      (ခ) ၃၆ - ၅၅ နှစ်                      (ဂ) ၅၅ နှစ်အထက်

၄။ သင့်၏နောက်ခံပညာအရည်အချင်းသည် မည်သည့်အဆင့်တွင် ပါဝင်သနည်း။

(က) အထက်တန်း      (ခ) ဒီပလိုမာ      (ဂ) ဘွဲ့ရ      (ဃ) ဘွဲ့လွန်

၅။ သင့်ရဲ့အိမ်ထောင်ပြုခြင်းနှင့်ဆိုင်တဲ့ အမျိုးအစားသည် အဘယ်အရာနည်း။

(က) လူပျို (ခ) အိမ်ထောင်ရှိ (ဂ) အခြား

၆။ သင့်သည် လစဉ်ဝင်ငွေ မည်မျှရရှိသနည်း။

(က) ဒေါ်လာ ၂၀၀ - ဒေါ်လာ ၇၀၀ (ခ) ဒေါ်လာ ၈၀၀ - ဒေါ်လာ ၁၃၀၀

(ဂ) ဒေါ်လာ ၁၄၀၀ - ဒေါ်လာ ၁၉၀၀ (ဃ) ဒေါ်လာ ၂၀၀၀ - ဒေါ်လာ ၂၀၀၀ အထက်

၇။ သင်သင်္ဘောသားအဖြစ် အလုပ်လုပ်ကိုင်သည်မှာ မည်မျှကြာပြီနည်း။

(က) ၁-၄ နှစ် (ခ) ၅-၈ နှစ် (ဂ) ၉-၁၂ နှစ် (ဃ) ၁၃နှစ်-၁၃နှစ်အထက်

၈။ သင်သင်္ဘောသားအဖြစ် အလုပ်လုပ်စဉ် အကြိမ်မည်မျှသင်္ဘောလိုက်ဖူးသနည်း။

(က) ၁-၄ ကြိမ် (ခ) ၅-၈ ကြိမ် (ဂ) ၉-၁၂ ကြိမ် (ဃ) ၁၃ကြိမ်-၁၃ ကြိမ်အထက်

၉။ သင်္ဘောပေါ်တွင် သင်မည်သည့် ရာထူး/အလုပ်တာဝန်ပိုင်းတွင် ထမ်းဆောင်နေသနည်း။

.....

အပိုင်း ၂။ အလုပ်အခြေအနေများ၊ မိသားစုဆက်ဆံရေးများ၊ အလုပ်ကျေနပ်ခြင်း၊ နှင့် အလုပ်၏စိတ်စွန့်အားပေးမှု။

ညွှန်ကြားချက်။ ။ ကျေးဇူးပြု၍ သင်၏ထင်မြင်ချက်နှင့်ကိုက်ညီသော အောက်ပါမေးခွန်းတိုင်းတွင် (✓) မှတ်ပါ။

အကဲဖြတ်တဲ့အတိုင်းအတာ။ ။ လုံးဝသဘောမတူပါ။ သဘောမတူပါ။ ကြားနေသောသူ၊ သဘောတူသည်။ လုံးဝသဘောတူသည်။

နံပါတ်	မေးခွန်းများ	လုံးဝ သဘော မတူ	သဘော မတူ	ကြားနေ သောသူ	သဘော တူ	လုံးဝ သဘော တူသည်
၁။	ကျွန်ုပ်၏ အလုပ်ထဲတွင် အန္တရာယ် ရှိသော (သို့) အဆိပ်အတောက် ရှိသော အရာဝတ္ထုများကို ကိုင်တွယ် နေရသည်။					
၂။	ကျွန်ုပ်သည် အပူချိန်များသော နေရာတွင် အလုပ်လုပ်နေရသည်။					
၃။	ကျွန်ုပ်၏ အလုပ်ခွင်ပတ်ဝန်းကျင် တွင် ဆူညံမှုများရှိသည်။					
၄။	ကျွန်ုပ်၏အလုပ်တွင် လေးလံသောဝန်များကို မရ (သို့) ရွှေ့ရသည်။					
၅။	ကျွန်ုပ်၏အလုပ်ခွင်တွင် သေချာစွာ အာရုံစိုက်ကာ အလုပ်လုပ်ရသည်။					
၆။	ကျွန်ုပ်၏ အလုပ်ထဲတွင် ရှုပ်ထွေး၊ ခက်ခဲသော အလုပ်တာဝန်များ မလုပ်ရပါ။					
၇။	ကျွန်ုပ်၏ အလုပ်ခွင်ဧရိယာသည် အနည်းငယ် ကျယ်ဝန်းမှုရှိခြင်း ကြောင့် သက်တောင့်သက် သာ အလုပ်လုပ်နိုင်သည်။					
၈။	မိသားစုအတွက်သုံးချင်သော အချိန် များကို အလုပ်ချိန်၌သာ ကုန်စေ သည်။					
၉။	အလုပ်ချိန်များကြောင့် မိသားစုတာဝန်ကို ဖြည့်ဆည်းရန် ခက်ခဲသည်။					
၁၀။	ကျွန်ုပ်၏အလုပ်သည် ကျွန်ုပ်ဖြစ်ချင် သော ခင်ပွန်းကောင်း (သို့) မိဘကောင်း (သို့) သားသမီး ကောင်း ဖြစ်ဖို့ခက်ခဲအောင် လုပ်သည်။					

၁၁။	အလုပ်တာဝန်များကြောင့် အိမ်တွင် အေးအေးဆေးဆေးနေရန် ခက်ခဲလှသည်။					
၁၂။	ကျွန်ုပ်၏ လက်ရှိအလုပ်ချိန်များနှင့် ကျေနပ်မှုရှိသည်။					
၁၃။	ကျွန်ုပ်၏ အလုပ်အခြေအနေများနှင့် ကျေနပ်မှုရှိသည်။					
၁၄။	ကျွန်ုပ်၏ လက်ရှိလစာဝင်ငွေနှင့် ကျေနပ်မှုရှိသည်။					
၁၅။	ကျွန်ုပ်၏ အလုပ်မှရသော ထောက်ပံ့ငွေနှင့် မကျေနပ်ပါ။					
၁၆။	ကျွန်ုပ် ပါတ်ဝန်းကျင်မှာရှိသည့် သူများနှင့် အလုပ်ဆက်ဆံရေးကို ကျေနပ်သည်။					
၁၇။	ကျွန်ုပ်၏အလုပ် လုံခြုံစိတ်ချရမှုရှိခြင်း အတွက် ကျေနပ်မှုရှိသည်။					
၁၈။	အောင်မြင်မှုခံစားချက်ကို ပေးသည့် အတွက် ကျွန်ုပ်၏အလုပ်ပေါ်တွင် ကျေနပ်မှုရှိသလိုခံစားရသည်။					
၁၉။	ကျွန်ုပ်၏အလုပ်သည် အလုပ်အကိုင် တိုးတက်ဖို့အတွက် ကျွမ်းကျင်မှု အသစ်များ သင်ခွင့်ပေး သည်။					
၂၀။	ကျွန်ုပ်၏အလုပ်ကို ကောင်းစွာလုပ် သည့်အတွက် ကျွန်ုပ်၏အထက် လူကြီး (သို့) သူငွေ့၏ အသိအမှတ် ပြုခြင်းကို ရရှိသည်။					
၂၁။	ကျွန်ုပ်သည် သူတစ်ပါးကို အပြစ်တင် စွပ်စွဲမှုမပြုဘဲ၊ ကျွန်ုပ်တာဝန်ပိုင်းတွင် အမှားရှိလျှင် တာဝန်ယူသည်။					
၂၂။	ကျွန်ုပ်၏အလုပ်သည် စိန်ခေါ်မှု ရှိပြီး စိတ်လှုပ်ရှားစရာကောင်းသည်။					

### Appendix 3: Reliability and Validity

#### Reliability and Validity

#### Scale: Working Conditions

#### Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded <sup>a</sup>	0	.0
	Total	78	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	N of Items
<b>.691</b>	<b>7</b>

#### Item Statistics

	Mean	Std. Deviation	N
wc1	3.53	.977	78
wc2	3.55	1.180	78
wc3	3.67	1.113	78
wc4	3.64	.897	78
wc5	4.18	.639	78

wc6	3.97	.702	78
wc7	3.83	.612	78

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
wc1	22.85	9.976	.481	.633
wc2	22.82	8.279	.622	.581
wc3	22.71	8.730	.598	.591
wc4	22.73	11.186	.318	.678
wc5	22.19	12.495	.220	.695
wc6	22.40	12.061	.276	.685
wc7	22.54	12.434	.253	.689

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.37	13.899	3.728	7



## Reliability and Validity

### Scale: Family Relationships

#### Case Processing Summary

	N	%
Cases Valid	78	100.0
Excluded <sup>a</sup>	0	.0
Total	78	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	N of Items
<b>.607</b>	<b>4</b>

#### Item Statistics

	Mean	Std. Deviation	N
fr1	3.86	.908	78
fr2	4.10	.847	78
fr3	3.87	.903	78
fr4	3.81	.740	78

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
fr1	11.78	2.900	.518	.425
fr2	11.54	3.239	.449	.448
fr3	11.77	3.660	.246	.645
fr4	11.83	3.751	.358	.558

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.64	5.324	2.307	4

### Reliability and Validity

Scale: Job Satisfaction

### Case Processing Summary

		N	%
Cases	Valid	<b>78</b>	<b>100.0</b>
	Excluded <sup>a</sup>	<b>0</b>	<b>.0</b>
	Total	<b>78</b>	<b>100.0</b>

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
<b>.607</b>	<b>6</b>

### Item Statistics

	Mean	Std. Deviation	N
js1	3.40	.873	78
js2	3.42	1.026	78
js3	3.49	.894	78
js4	3.28	.952	78
js5	3.90	.783	78
js6	3.38	1.108	78

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
js1	17.47	8.123	.393	.543
js2	17.45	6.822	.553	.461
js3	17.38	8.655	.264	.591
js4	17.59	15.764	.288	.583

js5	16.97	8.934	.276	.586
js6	17.49	7.837	.286	.591

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.87	10.840	3.292	6

### Reliability and Validity

#### Scale: Work Motivation

### Case Processing Summary

		N	%
Cases	Valid	77	98.7
	Excluded <sup>a</sup>	1	1.3
	Total	78	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
<b>.656</b>	<b>5</b>

### Item Statistics

	Mean	Std. Deviation	N
wm1	3.68	.910	77
wm2	4.05	.826	77
wm3	3.79	.732	77
wm4	4.16	.670	77
wm5	4.32	.637	77

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
wm1	16.32	3.591	.489	.564
wm2	15.95	3.708	.540	.536
wm3	16.21	4.351	.399	.609
wm4	15.84	4.870	.266	.662
wm5	15.68	4.696	.363	.625

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.00	6.105	2.471	5

## Appendix 4: Table Distribution

Table r Product Moment

Sig 0.05 (Two Tail)

N	r	N	r	N	R	N	r	N	r	N	r
1	0.997	41	0.301	81	0.216	121	0.177	161	0.154	201	0.138
2	0.95	42	0.297	82	0.215	122	0.176	162	0.153	202	0.137
3	0.878	43	0.294	83	0.213	123	0.176	163	0.153	203	0.137
4	0.811	44	0.291	84	0.212	124	0.175	164	0.152	204	0.137
5	0.754	45	0.288	85	0.211	125	0.174	165	0.152	205	0.136
6	0.707	46	0.285	86	0.21	126	0.174	166	0.151	206	0.136
7	0.666	47	0.282	87	0.208	127	0.173	167	0.151	207	0.136
8	0.632	48	0.279	88	0.207	128	0.172	168	0.151	208	0.135
9	0.602	49	0.276	89	0.206	129	0.172	169	0.15	209	0.135
10	0.576	50	0.273	90	0.205	130	0.171	170	0.15	210	0.135
11	0.553	51	0.271	91	0.204	131	0.17	171	0.149	211	0.134
12	0.532	52	0.268	92	0.203	132	0.17	172	0.149	212	0.134
13	0.514	53	0.266	93	0.202	133	0.169	173	0.148	213	0.134
14	0.497	54	0.263	94	0.201	134	0.168	174	0.148	214	0.134
15	0.482	55	0.261	95	0.2	135	0.168	175	0.148	215	0.133
16	0.468	56	0.259	96	0.199	136	0.167	176	0.147	216	0.133
17	0.456	57	0.256	97	0.198	137	0.167	177	0.147	217	0.133
18	0.444	58	0.254	98	0.197	138	0.166	178	0.146	218	0.132
19	0.433	59	0.252	99	0.196	139	0.165	179	0.146	219	0.132
20	0.423	60	0.25	100	0.195	140	0.165	180	0.146	220	0.132
21	0.413	61	0.248	101	0.194	141	0.164	181	0.145	221	0.131
22	0.404	62	0.246	102	0.193	142	0.164	182	0.145	222	0.131
23	0.396	63	0.244	103	0.192	143	0.163	183	0.144	223	0.131
24	0.388	64	0.242	104	0.191	144	0.163	184	0.144	224	0.131
25	0.381	65	0.24	105	0.19	145	0.162	185	0.144	225	0.13
26	0.374	66	0.239	106	0.189	146	0.161	186	0.143	226	0.13
27	0.367	67	0.237	107	0.188	147	0.161	187	0.143	227	0.13
28	0.361	68	0.235	108	0.187	148	0.16	188	0.142	228	0.129
29	0.355	69	0.234	109	0.187	149	0.16	189	0.142	229	0.129
30	0.349	70	0.232	110	0.186	150	0.159	190	0.142	230	0.129
31	0.344	71	0.23	111	0.185	151	0.159	191	0.141	231	0.129
32	0.339	72	0.229	112	0.184	152	0.158	192	0.141	232	0.128
33	0.334	73	0.227	113	0.183	153	0.158	193	0.141	233	0.128
34	0.329	74	0.226	114	0.182	154	0.157	194	0.14	234	0.128
35	0.325	75	0.224	115	0.182	155	0.157	195	0.14	235	0.127

36	0.32	76	0.223	116	0.181	156	0.156	196	0.139	236	0.127
37	0.316	77	0.221	117	0.18	157	0.156	197	0.139	237	0.127
38	0.312	78	0.22	118	0.179	158	0.155	198	0.139	238	0.127
39	0.308	79	0.219	119	0.179	159	0.155	199	0.138	239	0.126
40	0.304	80	0.217	120	0.178	160	0.154	200	0.138	240	0.126

Source from:

<https://teorionline.files.wordpress.com/.../tabel-r-product-moment-big-sample.doc&usg=AFQjCNGta1XgZB1oOx>

## Appendix 5: Descriptive Statistics

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Working Conditions	78	2.43	4.86	3.7674	.53259
Family Relationships	78	2.00	5.00	3.9103	.57685
Job satisfaction	78	2.33	5.00	3.4786	.54875
Work Motivation	78	2.40	5.00	4.0077	.49564
Valid N (listwise)	78				

### Descriptive Statistics

#### Scale: Working Conditions

	N	Minimum	Maximum	Mean	Std.Deviation
wc1	78	1	5	3.53	.977
wc2	78	1	5	3.55	1.180
wc3	78	1	5	3.67	1.113

wc4	78	1	5	3.64	.897
wc5	78	3	5	4.18	.639
wc6	78	3	5	3.97	.702
wc7	78	3	5	3.83	.612
Valid N (listwise)	78				

### Descriptive Statistics

#### Scale: Family Relationships

	N	Minimum	Maximum	Mean	Std. Deviation
fr1	78	1	5	3.86	.908
fr2	78	2	5	4.10	.847
fr3	78	1	5	3.87	.903
fr4	78	2	5	3.81	.740
Valid N (listwise)	78				

### Descriptive Statistics

#### Scale: Job Satisfaction

	N	Minimum	Maximum	Mean	Std. Deviation
js1	78	1	5	3.40	.873
js2	78	1	5	3.42	1.026
js3	78	1	5	3.49	.894
js4	78	1	5	3.28	.952
js5	78	2	5	3.90	.783
js6	78	1	5	3.38	1.108
Valid N (listwise)	78				



## Descriptive Statistics

### Scale: Work Motivation

	N	Minimum	Maximum	Mean	Std. Deviation
wm1	78	1	5	3.68	.904
wm2	78	1	5	4.06	.827
wm3	78	2	5	3.79	.727
wm4	78	3	5	4.17	.673
wm5	78	3	5	4.33	.638
Valid N (listwise)	78				

## Appendix 6: Regression

### Simple Linear Regression Analysis Result for Relationship between Working Conditions and Job Satisfaction

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	<b>working conditions<sup>b</sup></b>	.	<b>Enter</b>

a. Dependent Variable: Job Satisfaction

b. All requested variables entered.

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.284 <sup>a</sup>	.081	.069	.52955

a. Predictors: (Constant), Working Conditions

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.874	1	1.874	6.683	.012 <sup>b</sup>
	Residual	21.312	76	.280		
	Total	23.187	77			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Working Conditions

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.375	.431		5.510	.000
	Working Condition	.293	.113	.284	2.585	.012

a. Dependent Variable: Job Satisfaction

### Simple Linear Regression Analysis Result for Relationship between Family Relationships and Job Satisfaction

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	<b>Family Relationships<sup>b</sup></b>	.	<b>Enter</b>

a. Dependent Variable: Job Satisfaction

b. All requested variables entered

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.055 <sup>a</sup>	.003	-.010	.55150

a. Predictors: (Constant), Family Relationships

ANOVA<sup>a</sup>

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	.071	1	.071	.234	.630 <sup>b</sup>
Residual	23.115	76	.304		
Total	23.187	77			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Family Relationships

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.273	.431		7.600	.000
	Family Relationships	.053	.109	.055	.484	.630

a. Dependent Variable: Job Satisfaction

**Hierarchal Regression Analysis for Work Motivation as a Moderator on the Relationship between Working Conditions and Job Satisfaction**

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	<b>Work Motivation, Working Conditions<sup>b</sup></b>	.	<b>Enter</b>
2	<b>Working Condition × Work Motivation<sup>b</sup></b>	.	<b>Enter</b>

a. Dependent Variable: Job Satisfaction

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	<b>.567<sup>a</sup></b>	<b>.322</b>	<b>.304</b>	<b>.45791</b>	<b>.322</b>	<b>17.789</b>	<b>2</b>	<b>75</b>	<b>.000</b>
2	<b>.598<sup>b</sup></b>	<b>.358</b>	<b>.332</b>	<b>.44853</b>	<b>.036</b>	<b>4.172</b>	<b>1</b>	<b>74</b>	<b>.045</b>

a. Predictors: (Constant), Work Motivation, Working Conditions

b. Predictors: (Constant), Work Motivation, Working Conditions, Working Conditions × Work Motivation

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	<b>7.460</b>	<b>2</b>	<b>3.730</b>	<b>17.789</b>	<b>.000<sup>b</sup></b>
Residual	<b>15.726</b>	<b>75</b>	<b>.210</b>		
Total	<b>22.187</b>	<b>77</b>			
2 Regression	<b>8.300</b>	<b>3</b>	<b>2.767</b>	<b>13.752</b>	<b>.000<sup>c</sup></b>
Residual	<b>14.887</b>	<b>74</b>	<b>.201</b>		
Total	<b>23.187</b>	<b>77</b>			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Work Motivation, Working Conditions

c. Predictors: (Constant), Work Motivation, Working Conditions, Working Conditions × Work Motivation

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	<b>.620</b>	<b>.505</b>		<b>1.228</b>	<b>.223</b>
Working Conditions	<b>.162</b>	<b>.101</b>	<b>.157</b>	<b>1.596</b>	<b>.115</b>
Work Motivation	<b>.561</b>	<b>.109</b>	<b>.507</b>	<b>5.161</b>	<b>.000</b>
Working Conditions × Work Motivation					
2 (Constant)	<b>.610</b>	<b>.494</b>		<b>1.234</b>	<b>.221</b>
Working Conditions	<b>.087</b>	<b>.106</b>	<b>.084</b>	<b>.821</b>	<b>.415</b>
Work Motivation	<b>.628</b>	<b>.111</b>	<b>.567</b>	<b>5.637</b>	<b>.000</b>
Working Conditions × Work Motivation	<b>.097</b>	<b>.048</b>	<b>.207</b>	<b>2.043</b>	<b>.045</b>

a. Dependent Variable: Job Satisfaction

### Excluded Variables<sup>a</sup>

Model	Beta In	t	Sig.
1 Working Conditions × Work Motivation	.207 <sup>b</sup>	2.043	.045

a. Dependent Variable: Job Satisfaction

b. Predictors in the Model: (Constant), Work Motivation, Working Conditions