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The Participation of Ageing Academicians in Private Universities in Malaysia

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Abstract--- *The objective of this study is to examine the participation of ageing academicians in private universities in Malaysia. The data collected using a quantitative method, particularly a stratified random sampling technique. A questioner was distributed among 200 ageing academician in SEGi University, Taylors University, Sunway University, Monash University, INTI University and Nilai University. The targeted population is ageing academician in the age of 55 to 60 years. The findings indicate that financial circumstances and health status influence the participation of ageing academician in private universities in Malaysia. Moreover, few recommendations are placed for overcome these challenges.*

Keywords--- *Ageing academician, Private Universities, and Participation.*

I. INTRODUCTION

Ageing academicians are considered the fastest growing population in Malaysia. In the universities today, the rate of ageing academicians is increasing. Academicians are ageing because of the life expectancy is increasing and birth rate is reducing causing the death rate to reduce. Thus, it influencing ageing academician participation in private universities in Malaysia [2-3]. Continuous learning is considered to be important for ageing academicians. White Papers and Memoranda are produced by UK, many Western governments and the European Commission to acknowledge the significance of ongoing learning [4]. There has been a lot of talk on this matter but few countries had the political will to play an important role including the participation of ageing academicians. For example, ageing academicians who are teaching in STEM fields, becomes the priority in Malaysia to reach industrial revolution 4.0 [5]. STEM stands for science, technology, engineering and mathematics. STEM is an approach and a mindset for skillful instructors such as ageing academicians to help students to have a better understanding about the educational system and urge students to think in a more consistent and all-encompassing path keeping in mind the end goal to be prepared with 21st century skills [6]. In Malaysia, based on the conventions of population demography, [7] stated that academicians is described as productive group because they are competence in work, all of them are well performed and can be trained. A recent study of 2012 stated that in Malaysia the minimum retirement age of academicians is at age 60 and therefore the ageing academicians are liable to receive pension benefits [8]. Examples of pension benefits are the Employees Provident Fund (EPF), the Social Security Organization (SOCSO), pension and personal life insurance which are available to the ageing academicians for more security and protection [9]. On the other hand, Malaysia government had come out with good policy in response to a perceived need for environmental accountability and accessible support for wellbeing of the ageing. Ageing

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academicians are living longer due to proper medical activities and treatments. In Malaysia, there are 72.2% of ageing male and 77.6% of ageing females [10]. For example, The Ministry of Health has come up with National Plan of Action for Health Care of Older Person for the necessary of effective health care to bring in more workers such as geriatrics [11]. According to [12], the goal is not necessarily to cure but to increase the healthy years of life, and the rewards as a result may not be noticeable, geriatrics may not be as breathtaking as different other branches of specialization. Be that as it may, helping ageing academicians would be a significant commitment towards the quality of life and the valuable practices of geriatrics through applicable training programs that would become a priority [13]. Participation of ageing academicians increases due to technologies [14]. Technologies help to learn faster. Last time, ageing academicians needed to perform every task and prepare the schedules manually. Besides, one ageing academician needed to walk around the whole entire department to inform about the meeting which was time compelling. However, these days are known as the modern days expanded with great technologies. Ageing academicians are now able to share the meeting information or have an appointment date through a specific university web page online. In addition to that, academicians are able to prepare certain tasks using Excel and Word which saves much time. User blog, Youtube and Google helps ageing academicians for a greater understanding. When comes to lecturing, certain students might not be able to follow up. Therefore, showing videos in relation to syllabus captures a greater understanding of the students. Exam results and assignments are posted on a specific university online web page allowing students to access more easily. Plus, there is a special website on social media to help recruit part-time ageing academicians which is helpful [15]. The factors affecting the participation of ageing academicians in private universities are the financial circumstances, working distance, health concern and working environment. In 2015, Malaysia has 227,421 of fresh graduates from 18 public universities and 47 private universities [16]. The country economy and social aspects are improving due to the role play of private universities especially in providing good education and teaching method of ageing academicians. [17] stated that good health condition, reasonable salary that is satisfying, good working interaction like family members and near distance of working increases the participation of ageing academicians. Students prefer effective teaching method towards academic performance, an example, which results in a better achievement in tests, curriculums and final exams [18].

II. LITERATURE REVIEW

Financial Circumstance

Financial circumstance is one of the variables that affect the participation of ageing academicians. If one is financially stable, then retiring at the age 60 or above is possible. If one is not financially stable, then retiring at the age 60 may not be possible. [19] stated that the issue of savings is the main source for the financial circumstance. For example, ageing academicians may save money to pay own semester fees in order to finish up their education due to the interest of learning new things. Besides, academicians save is because of commitment towards other investments, elderly parents, monthly payment of health insurance and property payment [20]. Ageing academicians are still having small children and children who are still studying in colleges, therefore, the responsibility of paying education fees for children becomes heavier until age 60 or above which is why the savings of ageing academicians reduced [21]. In addition, these same academicians may have parents who are still alive which the health care costs

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are likely to be greater. For example, having good improvements in medicines to stay young and healthy is costly and this may push ageing academicians to strive harder for their parents' survival. Ageing academicians also work to support the parents who are in old folks home [22]. Moreover, ageing academicians will need to seek out more opportunities to spoon feed financially for selves not only by participating in universities but in other activities because of inability to live on Employees Provident Fund (EPF) alone [23]. Evidence from USA stated that economic crisis of Malaysia have shown the result that ageing academicians who are supposed to retire are working because of lesser investment and retirement savings. According to EPF research, ageing academicians who are willing to retire would need some savings for at least amounting to RM120, 000 to fend for selves and family for a longer period [24].

H1: There is a significant relationship between the financial circumstance and participation of aging academician in private universities in Malaysia.

Health Concern

Health concern is considered to be the important variable which increases the participation of ageing academicians. Health concern is defined a person who is able to finance and maintain the basic needs to stay healthier in body, mind or spirit [25]. Not only are academicians ageing but living longer due to proper diet. Death may come to an ageing person at any time in different ways. Therefore, in order to fulfill the plans ahead, eating proper diet and doing regular exercise activates the energy and brain. Thus, based on statistical study, ageing in Malaysia at 60 and above has risen in participation from 2.21 % in 1990 and expected to rise 3.5% in 2020 [26]. Furthermore, ageing academicians are participating longer in universities because of attending to talks and societies which teaches on how to manage the time during stressful schedule and healthy daily routine [27]. For example, ageing academicians should sleep before 11 pm so that it will be easy to wake up early for a greater and healthier participation in private universities. Otherwise, sleeping at 2 am or 3 am might be very tiring leading to the intention of skipping the class. Moreover, private universities these days are having hygiene practices such as sanitizer dispensers to clean the hands and wiping the escalators from time to time to maintain clean environment [28]. For decades, the industry of healthcare in Malaysia has grown wider and is known as the biggest multipliers for the community. Many Malaysians ageing academicians rely on the public healthcare system. For instance, in 2013, there were 74% of hospital beds provided as well as employment opportunities in clinics and public hospitals for consulting 68% of doctors [29]. However, according to [30], healthcare services in Malaysia have expanded its cost. As years by, the healthcare system has a greater burden due to the greater number of ageing academicians and employees, while enhancement in medical field have come up with better treatment procedures which is why the participation of ageing academicians increases in good health.

H2: There is a significant relationship between the health concern and participation of aging academician in private universities in Malaysia.

Working Environment

[31] Stated that ageing academician increases in participation is because of the good working environment which keeps the academicians entertained. The reasons why the participation increases is because of children who have

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been married and no longer staying at home which lead to quietness. Ageing academicians may have television and radio to be entertained but the activities may not be carried throughout lifelong because at the end, it gets boring

It shows that skilful ageing academicians are likely to talk more of the news, world life scenarios and decision on investment which is more valuable to communication and environment. The working environment makes ageing academicians to be happy and certain universities even hired retired academicians to work for few hours each month as part timers. Besides, the participation of ageing academicians increases because of enjoying working with more friendly people which makes the environment lively [32]. For example, participating in working activities to update the business plan and crack jokes gives the feeling to work with big family members that also linked to the notion that ones are making a contribution to society. Evidence has shown that 'talking therapies' gets the problems off one's chest.

In addition to that, academicians find it important to share privacy matters with trusted persons to solve it together. Likewise, [33] argued that ageing academicians do not participate in work for money instead, to have a good social interaction with the surroundings and to feel fruitful [34]. In order to remain participated, flexible work practice is considered in terms of managing the time properly between work and family even though participating in university for 8 hours or more is tiring [35].

Ageing academicians get to experience benefits of employees such as free child care, funding of education, tuition reimbursement, day care and insurance coverage. From here, the participation of ageing academicians will increase. Plus, ageing academicians will be able to share more information gained from the meeting to clarify issues and make the movement based on collective decision to ensure that ageing academicians help to fit in a broad diversity of human characteristics towards the working patterns in a simpler way for a good working environment [36].

H3: There is a significant relationship between the working environment and participation of aging academician in private universities in Malaysia.

Working Distance

Working distance is also another variable to increase the participation of ageing academicians in private universities. Certain older academicians are willing to drive early from home because of the morning traffic. For example, those academicians who are driving from Kepong, Rawang or Old Klang Road may have to leave early from home such as at 6 am or 6.30 am to be punctuated. According to [37], certain academicians prefer carpool with other colleagues. Far distance will eventually reduce the performance of academicians and if the head of department found this out, the academicians will have to come out with certain excuses to keep themselves remain in university which also shows a bad example to the students.

Therefore, working near distance is preferable. Besides, public transport is a great advantage for ageing academicians to travel. It helps to reduce stress [38]. Plus, train, LRT or monorail will help to drop off the passengers straight to the station and it takes 2 to 3 minutes or the longest 10 to 15 minutes of walk to the universities. Moreover, certain ageing academicians are more convenient with walking distance to private

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universities because of staying nearby. For example, one may not have to wake up as early as the travelling academicians to get prepared. It saves time, travelling cost, petrol cost and the strength of a person. On the other hand, ageing academicians find it easy to buy certain fresh fruits, vegetables and other cooking groceries from the markets and stores surrounding the university instead of driving certain miles away [39].

Then, ageing academicians can go back home during lunch hour to enjoy the home food if the working distance from home is near where as certain ageing academicians prefer going to restaurants which are nearer to the working place and spend more quality time with other colleagues. Furthermore, quality car parking area matters as well. For example, there are cases where snatch theft happens to ageing academicians but fail to capture the incident [40].

Therefore, private universities should have safe car parking areas with better quality such as CCTV based on organisation policy to increase the participation of ageing academicians [41].

H 4: There is a significant relationship between the working distance and participation of aging academician in private universities in Malaysia.

III. METHODOLOGY

The target population of this study is to distribute questionnaires to the respondents who are the ageing academicians aged 55 to 60 in all programs from SEGi University Kota Damansara, Taylors University, Sunway University, Monash University, INTI University and Nilai University. A minimum sample size of 196 was recommended by [42] sample size calculator with a confidence level set at 95% and margin error at 5%. Therefore, 200 self-administered questionnaires were distributed to the respondents.

The questionnaire was designed to accommodate the data required in this research by adapting the previous research. The five point Likert scale (1: strongly disagree to 5: strongly agree) was used to assess the 23 items and demographic variable with 5 items were included in this research. The variables of participation of aging academician, financial circumstances, health concern, working environment and working distance were measured by the scale. A software, Statistical Package for Social Sciences (SPSS) version 22 was used to analyze the collected data to obtain results of descriptive, validity and reliability analysis.

IV. RESULTS AND FINDINGS

The financial circumstance has positive correlated to the participation aging academician and the significant value of 0.000 which is less than 0.05. The accepted hypothesis shows that financial circumstance has significant impact on the participation of aging academician. The health concern has positive correlated to the participation of aging academician and the significant value of 0.000 which is less than 0.05. The accepted hypothesis shows that health concern has significant impact on the participation of aging academician. The working environment has negative correlated to the participation of aging academician and the insignificant value of 0.964 which is more than 0.05. The rejected hypothesis shows that working environment has insignificant impact on the participation of aging academician. Finally, the working distance has negative correlated to the participation of aging academician and insignificant value of 0.235 which is more than 0.05. The rejected hypothesis shows that working distance has insignificant impact on the participation of aging academician.

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Table I: Normality Analysis

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
Ageing Academicians	.146	200	.000	.946	200	.000

According to the Table I, the sample is matching towards the normal distribution by using normality test. Under normality test, there are 2 minor tests, which are Kolmogorov–Smirnov (KS) and Shapiro-Wilk (SW). The large scale of sample size like 200 is usually used for the Kolmogorov-Smirnov test whereas the small scale of sample size like 50 and below is used for Shapiro-Wilk test. In this research, the scale of the sample size used is 200. Therefore, the Kolmogorov-Smimov test will be use. Based on table 4.5.1, the p-value shown is 0.000 whereby it supposed to be beyond 0.05. This means the data is not normal. Thus, Z-score test is used for further analysis.

Table II: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.854[a]	.729	.723	.35676	1.066

a. Predictors: (Constant), Working Distance, Health Concern, Working Environment, Financial Circumstance
b. Dependent Variable: Ageing Academicians

According to the table II below the model summary of this research, focuses more on values of Durbin Watson and R-square. The value of Durbin Watson should be in the range of 1-3, therefore the above value, 1.066 is considered that there is no autocorrelation problem. On the other hand, R-square is the measurement where it measures the variance in connection between dependent variables and independent variables. The R-square shown in the table is 0.729 which also represents as 72.9% of the participation of ageing academicians can be explained by the four independent variables, financial circumstance, health concern, environment and working distance. The interpretation of R-square is when the value of R-square is higher, then, variation will be more. Based on more variation, deep explanation is needed to be done by the linear regression model up to most extreme of 1 in value.

Table III: ANOVA Model

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.762	4	.691	7.109	.000[b]
	Residual	18.941	195	.097		
	Total	21.704	199			

a. Dependent Variable: Ageing Academicians
b. Predictors: (Constant), Working Distance, Working Environment, Financial Circumstance, Health Concern

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Based on the table III, below shows the summary of ANOVA Model of the research. The significant value shown is 0.000 which means it is less than 0.05. In between the dependent variable and independent variables, the relationship is connected and significant. In other words, this study is fit to continue further analysis and hypothesis 1, hypothesis 2, hypothesis 3 and hypothesis 4 is accepted.

Table IV: Coefficient Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.522	.126		4.143	.000		
Financial Circumstance	.426	.081	.430	5.286	.000	.210	4.757
Health Concern	.348	.072	.376	4.800	.000	.227	4.405
Working Environment	-.003	.076	-.004	-.045	.964	.214	4.666
Working Distance	.092	.077	.095	1.192	.235	.218	4.596

a. Dependent Variable: Ageing Academicians

According to table IV, the important items that have to be seen are the B, significant value and VIF. Firstly, for the independent variable of financial circumstance, the significant value is 0.000, which indicates a positive relationship between ageing academicians and financial circumstance because the value supposed to be lesser than 0.05. The standardized beta coefficient of financial circumstance is 0.430 which already exceed the significance level of 0.05. This means that the dependent variable could be statistically dependent on independent variable, the data from this study was generated but there was insufficient power to trace the dependent variable. VIF value of financial circumstance is 4.757, which means moderately correlated. Secondly, for the independent variable of health concern, the significant value is 0.000, which indicates a positive relationship between ageing academicians and health concern because the value supposed to be lesser than 0.05. The standardized beta coefficient of health concern is 0.376 which already exceed the significance level of 0.05. This means that the dependent variable could be statistically dependent on independent variable, the data from this study was generated but there was insufficient power to trace the dependent variable. VIF value of health concern is 4.405, which means moderately correlated. Thirdly, for the independent variable of working environment, the significant value is 0.964, which indicates a negative relationship between ageing academicians and working environment because the value is greater than 0.05. The standardized beta coefficient of working environment is -0.004. This means that this negative beta can affect more as compared to +0.004 although both beta is lesser than 0.05. VIF value of working environment is 4.666, which means moderately correlated.

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Fourthly, for the independent variable of working distance, the significant value is 0.235, which indicates a negative relationship between ageing academicians and working distance because the value is greater than 0.05. The standardized beta coefficient of working environment is 0.095. This means that the dependent variable is not statistically dependent on independent variable. VIF value of working environment is 4.596, which means moderately correlated.

V. CONCLUSION

As a conclusion, the participation of ageing academicians in private universities in this study is having a positive relationship with the independent variables such as financial circumstances and health concern. Every factor can be relatable for the increasing rate of participation of ageing academicians in Malaysia. However, this study consists of limitations. In order to enhance this study to reduce the limitations, few recommendations are given to be conducted further for a good reference. This study will also be meaningful for college or university students in terms of performances and scorings in studies due to the guidance of ageing academicians for a skilful generation to stimulate the economy or certain industries in Malaysia.

VI. RECOMMENDATION FOR THE FUTURE STUDIES

The research study portrays that 72.9% of factors influencing participation of aging academician in private universities comes from independent variable independent variable identified in this research while the remaining 27.1% of factor influencing participation of aging academician in this study is unidentified. Future researchers should expand the research area to wider scope geographical area in Malaysia instead of a particular area. The issue of participation of aging worker in private universities is getting more serious in other states of Malaysia not only in Selangor, Thus, the expansion of this research area will help to identify more accurate of the study especially in critical fields (shortage of academicians).

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