ROLE CONFLICT AND SOCIAL SUPPORT
AMONG WOMEN ACADEMICIANS

SHAHIDA BINTI ISMAIL

MASTER OF PUBLIC ADMINISTRATION
UNIVERSITY OF MALAYA

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DEDICATED TO

My parents, Hj. Ismail bin Mohamed and
Hajjah Jamilah bt. Hj. Mohd Sa'aid,
as well as my grandmother, Hajjah 'Aishah bt. Hj. Abu Bakar,
who taught me the meanings of love, sacrifice and
"*Insya Allah, if it's to be, it's up to me*".

PENGAKUAN

Saya akui karya ini adalah hasil kerja saya sendiri kecuali nukilan

dan ringkasannya tiap-tiap satunya telah saya jeleskan sumbernya.

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ABSTRACT

The primary purpose of this study was to determine the degree of work-family conflict experienced by married women academicians with children and the extent of social support received by them, from work and non-work sources. A questionnaire containing demographic questions as well as questions relating to work-family conflict intensity (Pleck, 1980) and perception of support (Caplan, 1975) were distributed to 85 women academicians (with children) working in a public university. The results suggested that these women academicians experienced varying degrees of role conflict and the greatest support received by them, was from their immediate superiors.

ABSTRAK

Tujuan utama kajian ini adalah untuk melihat dengan lebih mendalam tahap konflik kerja dan keluarga, yang dialami oleh pensyarah-pensyarah wanita (yang mempunyai anak) dan sokongan sosial yang mereka perolehi daripada summber-sumber di tempat kerja dan sumber-sumber di luar tempat kerja. Borang soal selidik yang mengandungi soalan-soalan berhubung demografi serta soalan-soalan berhubung intensiti konflik kerja dan keluarga (Pleck, 1980) dan persepsi sokongan (Caplan, 1975) telah diedarkan kepada 85 orang pensyarah wanita yang sedang berkhidmat di sebuah universiti awam tempatan. Hasil kajian menunjukkan bahawa pensyarah-pensyarah berkenaan mengalami tahap konflik peranan yang tidak serupa dan ketua mereka merupakan sumber sokongan yang utama bagi mereka.

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ABREVIATIONS

ICT	Information Communication Technology
IMU	International Medical University
JAKIM	Jabatan Agama Islam Malaysia
KANITA	Pusat Penyelidikan Pembangunan Wanita
KTAR	Kolej Tunku Abdul Rahman
KUIM	Kolej Universiti Islam Malaysia
KUiTTHO	Kolej Universiti Teknologi Tun Hussein Onn
KUSTEM	Kolej Universiti Sains dan Teknologi Malaysia
KUTKM	Kolej Universiti Teknikal Kebangsaan Malaysia
METEOR	Multimedia Enhancement Technology Operation
MFLS	Malaysian Family Life Survey
MUST	Malaysia University of Science and Technology
NACIWID	National Advisory Council on the Integration of Women in Development
NPFDB	National Population and Family Development Board
NTU	Nanyang Technological University
NUS	National University of Singapore
PDS	Programme for Diploma Studies
PSD	Public Services Department

SMU	Singapore Management University
UIAM	Universiti Islam Antarabangsa Malaysia
UiTM	Universiti Teknologi MARA
UKM	Universiti Kabangsaan Mal;aysia
UM	Universiti Malaya
UMS	Universiti Malaysia Sabah
UNIMAS	Universiti Malaysia Sarawak
UNITAR	Universiti Tun Abdul Razak
UNITEN	Universiti Tenaga Nasional
UPM	Universiti Putra Malaysia
UPSI	Universiti Pendidikan Sultan Idris
USM	Universiti Sains Malaysia
UTM	Universiti Teknologi Malaysia
UUM	Universiti Utara Malaysia
WAO	Women's Aid Organization
WCU	World Class University
WIF	Work Interference with Family