ROLE CONFLICT AND SOCIAL SUPPORT AMONG WOMEN ACADEMICIANS

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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.

I MAC 2003

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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 sumbangan-sumbangan 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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<tr>
<td>ICT</td>
<td>Information Communication Technology</td>
</tr>
<tr>
<td>IMU</td>
<td>International Medical University</td>
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<tr>
<td>JAKIM</td>
<td>Jabatan Agama Islam Malaysia</td>
</tr>
<tr>
<td>KANITA</td>
<td>Pusat Penyelidikan Pembangunan Wanita</td>
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<tr>
<td>KTAR</td>
<td>Kolej Tunku Abdul Rahman</td>
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<tr>
<td>KUIM</td>
<td>Kolej Universiti Islam Malaysia</td>
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<tr>
<td>KUiTTHO</td>
<td>Kolej Universiti Teknologi Tun Hussein Onn</td>
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<tr>
<td>KUSTEM</td>
<td>Kolej Universiti Sains dan Teknologi Malaysia</td>
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<tr>
<td>KUTKM</td>
<td>Kolej Universiti Teknikal Kebangsaan Malaysia</td>
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<tr>
<td>METEOR</td>
<td>Multimedia Enhancement Technology Operation</td>
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<td>MFLS</td>
<td>Malaysian Family Life Survey</td>
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<tr>
<td>MUST</td>
<td>Malaysia University of Science and Technology</td>
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<tr>
<td>NACIWID</td>
<td>National Advisory Council on the Integration of Women in Development</td>
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<tr>
<td>NPFD B</td>
<td>National Population and Family Development Board</td>
</tr>
<tr>
<td>NTU</td>
<td>Nanyang Technological University</td>
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<tr>
<td>NUS</td>
<td>National University of Singapore</td>
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<tr>
<td>PDS</td>
<td>Programme for Diploma Studies</td>
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<td>PSD</td>
<td>Public Services Department</td>
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<tr>
<td>Abbreviation</td>
<td>Full Name</td>
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<tr>
<td>SMU</td>
<td>Singapore Management University</td>
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<tr>
<td>UIAM</td>
<td>Universiti Islam Antarabangsa Malaysia</td>
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<td>UiTM</td>
<td>Universiti Teknologi MARA</td>
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<tr>
<td>UKM</td>
<td>Universiti Kabangsaan Malaysia</td>
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<td>UUM</td>
<td>Universiti Utara Malaysia</td>
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<tr>
<td>WAO</td>
<td>Women’s Aid Organization</td>
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<td>WCU</td>
<td>World Class University</td>
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<td>WIF</td>
<td>Work Interference with Family</td>
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