CONTENTS

Abstract

ii

iv

Acknowledgements									
List of Tables									
List o	List of Abbreviations								
à									
СНА	APTER 1								
INTRODUCTION									
1.1	Introduction to the Subject Studied	1							
1.2	Research Statement	3							
1.3	Importance of Study	6							
1.4	Objectives of Study	8							
1.5	Scope and Limitations	9							
1.6	Research Methodology	13							
1.7	Chapter Outline	16							
	APTER 2								
	ERVIEW OF STUDIES ON ROLE CONFLICT								
AND	SOCIAL SUPPORT								
		19							
2.1	Introduction	20							
2.2	Role Conflict								
2.3	Work-Family Conflict	22							
2.4	Social Support	30							
2.5	Sources of Social Support	33							
2.6	Conclusion	37							

CHAPTER 3

WOMEN AND WORK: TRENDS AND CHALLENGES

3.1	Introduction			
3.2	Female Labor Force Participation			
3.3	Challenges Faced by Women Academicians			
	3.3.1 Developments in Tertiary Education	48		
)	3.3.2 Issues and Challenges Facing Women Academicians	51		
3.4	Academic Staff in Institutions of Higher Education			
3.5	Reasons for Male Dominance in University Administration			
3.6	Measures to Increase Female Labor Force Participation			
3.7	Perceptions Regarding Wives' Employment Status and Responsibilities			
3.8	Working Women and Their Family Responsibilities			
3.9	Childcare			
3.10	Conclusion	74		

CHAPTER 4

ANALYSIS ON ROLE CONFLICT AND SOCIAL SUPPORT AMONG WOMEN ACADEMICIANS

4.1	Introduction	80	
4.2	Profile of Respondents	82	
4.3	Work-Family Conflict		
	4.3.1 Work-Family Conflict Intensity	95	
	4.3.2 Reasons for Moderate Work-Family Conflict Intensity	10	
4.4	Social Support Received by Women Academicians	10	
4.5	Conclusion		

CHAPTER 5 CONCLUSION AND RECOMMENDATIONS

5.1		Conclusion			116	
5.2		Recommendations				
		A.	University Administration			
			I.	Family Support Work Policies	123	
			II.	Quality Childcare and Day Care Centers	124	
			III.	Training	125	
			IV.	Increasing the Number of Women in Leadership Positions	127	
		B.	The G	overnment and Its Agencies	128	
			I.	Committee on Women Academicians	128	
			H.	Monitoring of Staff Promotion	129	
			III.	Incentives for Establishment of Childcare Facilities	129	
			IV.	Initiatives by Ministry of National Unity and Social Development	129	
	,		V.	Marriage Courses and Workshops	131	
			VI.	Parenting Courses	133	
		C.	Religi	ous Institutions	134	
			I.	Role of the Mosque and Surau	134	
		D.	The Individual		135	
			I.	Time for Self-Renewal	135	
5.4	Concluding Remarks				136	

Bibliography

Appendices

TABLES

- 3.1 Employment Distribution By Sector and Gender, 1995 And 2000
- 3.2 Employment Distribution By Occupation and Gender, 1995 And 2000
- 3.3 Number Of Academic Staff In Malaysian Universities, 1986,1987, 1991 & 1993
- 3.4 Number Of Academic Staff In Institutions of Higher Education According To Gender and Position, 1997-2001
- 3.5 Number Of Academic Staff In Local Universities According To Gender And Post As Of December 2001
 - 3.6 Childcare Arrangement Among Working Women
 - 4.1 Distribution Of Respondents According To Age, Education, Children, Income And Childcare Arrangement
 - 4.2 Distribution Of Women Academicians With Children By Age And Number Of Children
 - 4.3 Distribution Of Women Academicians With Children By Childcare Arrangement And Monthly Income
 - 4.4 Women Academicians' Responses Regarding Work-Family Conflict, Means, Ranking And Standard Deviations Of Items Measuring Work-Family Conflict
 - 4.5 Distribution Of Women Academicians By Work-Family Conflict Intensity
 - 4.6 Distribution Of Women Academicians By Age and Work-Family Conflict Intensity
 - 4.7 Distribution Of Women Academicians By Childcare Arrangement And Work-Family Conflict Intensity
 - 4.8 Means, Standard Deviations And Ranking Of Sources Of Social Support
 - 4.9 Means And Standard Deviations Of Items Measuring Social Support
 - 4.10 Relationship Between Work-Family Conflict And Social Support

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

HiTM Universiti Teknologi MARA

UKM Universiti Kabangsaan Mal;aysia

AUM Universiti Malaya

UMS Universiti Malaysia Sabah

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

WAO Women's Aid Organization

UUM

WCU World Class University

WIF Work Interference with Family

Universiti Utara Malaysia