

APPENDICES

APPENDIX 1

Field Notes (Fragments of transcripts)

Informant	Domain	Category	Transcript
De	Wk	St	In the working area, some colleagues are cooperative, but many are unwilling to resolve tricky problems. They prefer others to solve more complicated condition for them, or simply avoid or walk away from problems.
Ma	Wk	St	Work place is just a work place, where everyone has to slog and work in it. However, it is fun when all can get together or just steal a moment from work for a chat.
De	Fa	Dd	Sometimes, I have to make call(s) to home; to find out what my child is doing, to inquire about school work and making sure that he does not spend all his time playing computer games or watching television.
Le	Wk	St	Normally, the Management does not appreciate our work and effort. They do not mind if senior staff resigns, they take that as opportunity to take in fresh graduate and paying less salary.
De	Wk	UWE	We usually do not get strong support or cooperation from other department. Frequently, computers and printers don't function properly, and rarely the IT Department is willing to come immediately. They take ages to attend to our complaints.
Le	Wk	St	Some students are absent all the time, and some are late for classes; often these resulted in interruption of lessons, how frustrating! At times, these really set me in fouled mood for the whole day.
De	Fa	WTF	My heavy load of work in school coupled with long hours of studies in the library after working hours resulted in less communication with my husband. Also, sometimes I studied till the wee hours, barely have enough sleep for the next day work. Interaction with husband and kid only take place during dinner time!
Le	Fa	FE	When In-laws drop-in from outstation, I have to ensure thorough clean up of the house before their arrival. When they are with us, I need to cook something special for them. Also, to talk to them to make them feel at home.
Ma	Fa	WR	At least once a week, I must do my marketing for the sundries and vegetables, stock-up for one week supplies. I usually buy those vegetables that can keep for long in the refrigerator.
Le	Fa	FE	I believe that it is good to have pet at home to develop responsibility in our kid, but my in-laws often complaint about pet being dirty, and the pet furs are everywhere. They also think that all children will have health problem with pet at home!
Ma	Fa	DR	I usually check on my maid's work, whether she cleans up the house, vegetables and meals are prepared in the hygienic way and so on. Sometimes, I found that the maid is lazy and work carried in a slip-shod manner. This really set me angry.
De	Fa	WR	My husband never does the gardening. He expects me to take care of all the flowers and plants in the garden.
Ma	Fa	Dd	I am worried on my child education, whether he can mix easily with his classmates.
Le	Fa- Wk	WTF	It is not easy to strike a balance between career and family. Simply not enough time.
De	Fa	-	If I don't work, we may not be able to support the family, one income is

			simply not enough. I wish my study will bring in more income.
Le	Sf	HE	I will not settle for second best, I will try my best in everything that I do.
De	Wk	St	Our working hours started from 0800 hrs till 1700 hrs, and most times, we encounter heavy traffic. Considering time commuting to work till back home, these long hours are really tiring.
Le	Wk	UWE	Our work place is very noisy, colleague chatting in loud voices, I just have to escape to the library.
Ma	Fa	DR	There are so many household chores and demand from husband and children, it is very hard to meet all these demands.
De	Fa	STF	We have not gone for movies for a long time. I couldn't recall when we last saw a movie.
Le	Fa	STF	Our family members too, have not spent time together.
Le	Sy	WTS	I am always late for my class due to frequent traffic jam.
Ma	Sy	FTS	Sometimes. I couldn't concentrate in class after exhausted myself in caring for my children when they are not well.
De	Fa	StPL	Have to listen to my husband problems all the time.
Ma	Wk	TM	I try to finish my work in the office.
Le	Sy	GF	I usually try not to think about the results of my examination, it worries me as I have not prepared for it thoroughly.
De	Wk	CW	I always make sure that my lesson preparation is sufficient, with complete references.
Ma	Fa	RS	My husband helps me in monitoring our children homework and take care of them while I am busy with my studies.
Le	Sy	HE	I feel very upset when my grade for the examination is below my expectation.
Ma	Sy	St	My supervisor is very strict and demands a lot from me. It is very stressful trying to keep up to her.
Ma	Wk	TM	I try to focus my attention to my work nowadays, and not worry about family or home when I am at work.
Le	Sf	SA	I have strong desire to achieve my aim.
Le	Sf	SA	I hope to complete my Master's programme, after that I wish to continue to do my PhD.

Abbreviation

a. Informant name

Ma - Maria.

Le - Lee.

De - Devi.

b. Domain

Wk - Work.

Sy - Study

Sf - Self.

Fa - Family.

c. Category

St - Stress.

UWE - Unfriendly working environment

CW - Career woman

DR - Domestic roles

TM - Time management.

WR - Husband's perception of wife's role.

Dd - Demand.

FE - Family member's expectation.

STF - Studies to family spillover.

WTF - Work to family spillover.

WTS - Work to study spillover.

RS - Role sharing.

GF - Guilty feeling.

StPL - Stress in personal life.

SA - Strong aspiration.

HE - High expectations.

APPENDIX 2

The three main areas of questions serves as a guide for informal interviews with the informants:

1. What are the constraints you face in work and family?
2. What extra difficulties you have encountered after starting further education in the local university?
3. How do you overcome these constraints?

APPENDIX 3

Cases of work-family, work-studies, and family-studies conflicts (Fragments of transcripts of interviews)

a. Malay Informant (Maria)

Sometimes, my husband helps me with my assignments. There was once, I just wrote down the main points and he (husband) constructed all the sentences for me.

At critical times, my parents and my in-laws, as well as my husband are there for me when I thought I could no longer carry on with my three roles.

I have to rush back at five o'clock every evening so that my son won't have to wait too long outside the school gate. I pick him up from school daily.

When I need to concentrate on my assignment and the dateline is later that evening, I normally give some written work to my students to occupy their time while I carry on completing my assignment in the class.

I always make sure I finish all my tasks during my professional working hours, so I do not take work home. When I am at home, I divide my time between home matters and study matters. I am grateful that my husband is supportive towards my work and my studies.

I always make sure I finish my work in the college. I will never take home any unfinished work. My principle is to leave the 'job' at the workplace and head home with a relaxed attitude.

b. Chinese Informant (Lee)

My husband shows more involvement with my baby girl. He sometimes will feed her during meal times when I am busy with my studies. Recently, I sent my baby girl to my in-law's home in Perak so that I could have two solid weeks to concentrate on preparation for my final examination.

When my baby is suffering a fever, or a cough; I would think that I am not a good mother. I blame myself for not having given her my attention. I also feel disheartened to see her suffering. I wish I could relieve her pain.

I don't think I have done well because I was not thoroughly prepared due to insufficient time.

While I would hate to be identified as a housewife, it is certainly very tiring to take care of the housework after a hard day's work in the college.

Twenty-four hours of a day is not enough for a woman to complete all her daily duties. There are times I had to burn the midnight oil to finish my course assignments.

Some of my students are just too weak, I have to pay more attention to their work and even try to work out some solutions in order to ensure they pass. The worry of a high failure rate sometimes disturbed my thoughts even when I am at home with my family. At times like this, I can't pay full attention in caring for my little girl. I allow her to watch her favorite videos instead of playing or talking to her. I feel bad and I 'bash myself up' for not being a good mother.

Once, my husband and I had an argument over a family matter that was not resolved and the emotions were carried over to the college affecting me at work. That day was really a bad day.

I had to sponge my baby girl throughout the night. Her temperature was between 38 – 40 degrees Celsius. She still has a slight fever. I left her at the nursery this morning.

I can't afford the time to socialize with colleagues when my examination is near. My time is for college lectures and study for examination only.

I am also used to such experiences when my husband talks about his work and problems in the office too.

Time management is very important to me when I am required to play so many roles at the same time. Normally, I wake up as early as 5.00 a.m. in the morning to do some reading for my course requirements. In the evening, when I return from work, I will prepare the ingredients for cooking the dinner. After that, I have to pick up my baby girl from the nursery at 6.00 p.m.

c. Indian Informant (Devi)

For example, towards the end of the semester, when graduating students need to present their projects till late in the evenings. I just could not rush back home in time to prepare the evening meal for the family.

My husband expects me to remember important dates like in-laws' birthdays, children's birthdays, as well as that of extended family members. This extra burden creates tension and strains, and it tires me. It does affect my performance at work.

I applied for emergency leave yesterday because I could not leave my baby with the maid when she was having a cough and influenza.

When I got up this morning, I felt miserable and had a severe headache. My husband was talking about his big plans with regards to his career until late night. I could not get a good night's sleep.

This is the norm with Asian families. The husband is always to be respected and listened to. Don't you know that?

My family members forever hold a grudge against me for not being able to spend quality time with them. To be precise, my husband is unhappy

because I can not accompany him to many social functions or gatherings. I need to take care of my infant child. I just can not leave her with the maid.

My girl sometimes feels neglected because she wants me to help her with homework, play with her or simply to watch a movie with her which is considered a luxury to me because of the time factor involved.”

Even before I started doing my PhD, the approval of my topic from my supervisor gave me encouragement and hope that I too will be able to achieve my goal in the near future. This feeling of self achievement is boosted by the fact that I am achieving something while being a mother, a wife, and a lecturer.

I may encounter a few delays in submitting the papers required by my supervisor, but I am quite confident that I will be able to complete my initial writings as requested by her. I don't think I need to take a month off just to catch up with my backlog of work. The students need me. Somehow, by the grace of God, I will make it. Trust me.

I always wanted her to solve her problems especially her homework by herself before coming to me. Well, ever since I started my PhD course, she tends to show her initiative in taking care of herself. So, I told her, 'You did a good job; we both did.' I think she is going to be very happy in her learning curve as I do see some motivational factors when she mentioned to her aunts and friends that she wants to do better than her mummy.