WORK-LIFE BALANCE BENEFIT: ORGANIZATIONAL COMMITMENT AND RETENTION OF FEMALE EMPLOYEES IN SMEs COMPANY IN PERLIS

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Abstrak

Objektif utama dalam kajian ini adalah untuk melihat hubungan di antara faedah keseimbangan kerja dan kehidupan peribadi (work-life balance) yang di tawarkan dengan komitmen dan pengekalan pekerja di Industri kecil dan sederhana (SMEs) di Perlis, Malaysia. Dalam kajian ini, dua pemboleh ubah bebas iaitu komitmen organisasi dan pegekalan pekerja di ukur ke atas faedah keseimbangan kerja dan kehidupan peribadi (work-life balance) yang di tawarkan. 70 orang pekerja wanita telah menjawab soal selidik dalam kajian ini dan analisis korelasi dan regreasi telah digunakan dalam kajian ini. Walaubagaimanapun, dapatan kajian menunjukkan tiada hubungan korelasi antara komitmen organisasi dan pengekalan pekerja. Perbincangan lanjut mengenai dapatan kajian tersebut diberikan. Selain itu, cadangan dan saranan mengenai kajian akan datang ialah penyertaan yang lebih besar peserta soal selidik ini iaitu diperluaskan kepada semua syarikat swasta dan badan-badan kerajaan dan juga di khususkan ke atas pekerja wanita dari generasi X dan Y.

Abstract

This study explores the relationship between work-life balance/family friendly benefit and organizational commitment/attachment and retention among one private company in Perlis, Malaysia. In this study, two independent variables namely organizational commitment/attachment and retention were tested against work-life balance/family friendly benefit. 70 female employees as respondents participated in this study. The research objectives were answered using correlation and regression analysis. The results are also presented using descriptive statistics. However, no relationship was found between organizational commitment/attachment and retention and the details were discussed in this study. Suggestions were made for further research to broader participants in private and government sector and also specifically to female employees from generation X and Y.

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CHAPTER 1

INTRODUCTION

1.1   Introduction to the Study

In today's globalization and liberalization world, demographic shift and complicated life journey, employees have dilemma to accommodate their work and life requirement especially to female employees. Moreover, the greater presences of women in the workforce affect the pattern in traditional career.

Boyar, Maertz, Mosley, & Carr (2008) in the USA, claimed that data suggested trends toward reduced percentage of traditional family structures (US Bureau of Labor Statistics, 2000), an increasing number of dual-worker families (US Bureau of Labor Statistics, 1999).

This trend had demolished the traditional career trend as describe as "a traditional family where the man was the breadwinner and the woman was the homemaker. Men were rewarded at work; success was measured by the height of the ladder climbed. Women were rewarded by being wives and mothers, supporting men's careers and raising children". (Reitman & Schnee, 2008)

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