

# **THE DUAL ROLES OF WORKING WOMEN**

**A master project submitted to the Graduate School in partial  
fulfilment of the requirements for the degree  
Master of Science (Management),  
Universiti Utara Malaysia**

**by**

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## ABSTRAK

Kajian **ini** melihat persepsi wanita bekerja terhadap tekanan dwi-peranan dan mengenal **pasti** faktor-faktor yang mempunyai hubungan dengan tekanan dwi-peranan. Ia memastikan **sama ada** terdapat hubungan yang **positif** di antara ciri-ciri demografi dengan persepsi tekanan dwi-peranan dan **sama ada** terdapat perbezaan persepsi tekanan disebabkan oleh tanggungjawab wanita bekerja. Ciri-ciri demografi adalah umur, status perkahwinan, jangkamasa perkahwinan, bilangan anak, umur anak yang bungsu, latar belakang pendidikan, status pekerjaan, tempat kerja dan pengalaman kerja. Tanggungjawab dibahagikan kepada tanggungjawab pekerjaan dan tanggungjawab rumahtangga. 116 pendidik dari 3 buah sekolah menengah berasrama penuh di negeri Kedah telah dipilih melalui persampelan rawak berstrata. 95 **soal** selidik yang lengkap diisi telah dikembalikan dengan kadar respons 81.9 peratus. Statistik diskriptif dan statistik inferensi; Korelasi Pearson, Khi Kuasa Dua, Ujian t dan Regresi Berganda telah digunakan untuk menganalisis data. Hasil **analisis** menunjukkan status perkahwinan, bilangan anak dan pengalaman kerja mempunyai hubungan yang signifikan kepada persepsi tekanan dwi-peranan. Terdapat perbezaan di antara wanita bekerja yang berkahwin dengan wanita bekerja yang belum berkahwin di dalam persepsi tekanan dwi-peranan. Wanita bekerja yang **berkahwin** mengalami lebih tekanan berbanding dengan yang belum berkahwin. Status perkahwinan ialah faktor dominan yang **memberi** kesan terhadap persepsi tekanan dwi-peranan. Tidak terdapat perbezaan di antara persepsi tekanan oleh tanggungjawab yang di laksanakan iaitu tanggungjawab pekerjaan dan **juga** tanggungjawab rumahtangga. Kajian **ini** memberikan lebih kefahaman **tentang** wanita bekerja dan dapat membantu mereka merancang kerjaya **masing-masing** di **samping** mengatur masa dan tenaga dalam kehidupan dwi-peranan. Ia **juga amat** berguna kepada organisasi sebagai panduan dalam mengenal **pasti** masalah pekerja wanita dan merancang program pembangunan organisasi dengan mengambil kira keperluan mereka. **Ini amat** ketara dewasa **ini**, kerana jumlah wanita bekerja sentiasa meningkat dari setahun ke setahun.

## ABSTRACT

This study examines the perceptions of working women towards their dual roles pressure and identify the factors that relate to dual roles pressure. It determines whether there is a positive relationship between demographic characteristics and the perceived pressures from the dual roles, and whether there are any differences in the perceptions of pressures due to the responsibilities carried out by women workers. The demographic characteristics are age, marital status, marital duration, number of children, age of youngest child, educational background, employment status, location of workplace and working experience. The responsibilities are employment responsibilities and homemaking responsibilities. 116 women educators who are teaching in 3 fully residential secondary schools in Kedah State are selected using stratified random sampling. All 95 fully completed questionnaires are returned which make up a response rate of 81.9 percent. Descriptive statistics and inferential statistics; Pearson Correlation, Chi-Square, t-Test and Multiple Regression are used to analyze the data. The analysis indicates that marital status, number of children and working experience are significant to the perceptions of pressure. Married women experienced dual role pressures more than single women. Marital status is the dominant factor that affects dual role pressures. There are no differences in the perceptions of pressure due to responsibilities carried out either in employment responsibility or homemaking responsibility. This study leads to more understanding of working women and very helpful in their career planning while juggling their time and energy in dual roles lives. It is also useful for organizations in understanding problems faced by women workers and become a guideline in organizational development planning which also cater to their needs. This is vital nowadays, as the number of women entering the workforce is increasing every year.

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**Specially Dedicated To :**

**My Husband, My Strength, Md. Shuhaime Bin Abd. Rahman**

**Your love puts me through all the darkness...**

**My Eldest Daughter, My Inspirations, Alia Munierah Bt. Md. Shuhaime**

**Your wittiness makes me realize my own self-worth...**

**My Son, My Laughter, Akmal Hannan Bin Md. Shuhaime**

**Your confidence reflects my happiness...**

**My Youngest Daughter, My Joy, Ilhami Thurayya Bt. Md. Shuhaime**

**Your innocence regains my inner self...**

**All my life inspirations...**

## TABLE OF CONTENTS

Content	Page
PERMISSION TO USE	i
ABSTRAK	ii
ABSTRACT	iii
ACKNOWLEDGEMENTS	iv
DEDICATION	v
TABLE OF CONTENTS	vi
LIST OF TABLES	viii
LIST OF FIGURES	ix
LIST OF APPENDICES	x
 CHAPTER 1. INTRODUCTION	
1.1 Background	1
1.2 Context Of The Problem	3
1.3 Significance of Study	9
1.4 Research Objective	10
1.5 Research Hypotheses	11
1.6 Limitation of The Study	14
 CHAPTER 2. REVIEW OF LITERATURE	
2.1 Introduction	15
2.2 Dual Roles Pressures	15
2.3 Relationship Between Demographic Characteristics And The Perceptions Of Pressure	19
2.4 Relationship Between Responsibilities And The Perceptions Of Pressure	25
 CHAPTER 3. RESEARCH DESIGN AND METHODOLOGY	
3.1 Introduction	30
3.2 Operational Definition	30
3.3 Conceptual Framework	34
3.4 Sampling Procedure	36
3.5 Research Instrumentation	38
3.6 Data Collection	40
3.7 Data Organization And Presentation	44

Content	Page
<b>CHAPTER 4. DISCUSSION OF FINDINGS</b>	
4.1 Introduction	46
4.2 Description Of The Sample	47
4.3 Reliability Analysis - Scale Alpha	58
4.4 Measures Of Central Tendencies And Dispersion	59
4.5 Hypotheses Testing	64
4.6 Conclusion	70
<b>CHAPTER 5. DISCUSSION AND RECOMMENDATIONS</b>	
5.1 Introduction	75
5.2 Summary Of Research	75
5.3 Findings	77
5.4 Conclusion	83
5.5 Discussion	84
5.6 Implication Of Research	88
5.7 Recommendations	92
5.8 Conclusion Of Research	93

## LIST OF TABLES

Table	Title	Page
Table 1.1	Number Of Teachers In Government Assisted Primary And Secondary School As At 31st. Jan. 1999	7
Table 3.1	Number Of Fully Residential Secondary School Women Educators In Kedah State And Sample Size	37
Table 4.1	Questionnaires Distributed And Fully Completed And Returned By Respondents	47
Table 4.2	Age Of Respondents	48
Table 4.3	Marital Status Of Respondents	49
Table 4.4	Background Based On Marital Duration	50
Table 4.5	Number Of Children Of Respondents	51
Table 4.6	Age Of Youngest Child Of Respondents	52
Table 4.7	Educational Background Of Respondents	53
Table 4.8	Employment Status Of Respondents	54
Table 4.9	Working Experience Of Respondents	55
Table 4.10	Location Of Workplace Of Respondents	56
Table 4.11	Choice Of Employment Responsibility That Gives More Pressures	57
Table 4.12	Choice Of Homemaking Responsibility That Gives More Pressures	58
Table 4.13	Variable Score	59
Table 4.14	Measurement Of Central Tendencies And Dispersion	61
Table 4.15	Pearson Correlation Matrix	63
Table 4.16	Summary Of Hypotheses Testing	71

## LIST OF FIGURES

Figure	Title	Page
Figure 2.1	A Model Of Causes, Types And Consequences Of Stress	16
Figure 2.2	Inverted-U Relationship Between Stress And Work Performance	24
Figure 3.1	Conceptual Framework Showing The Relationship Of Demographic Characteristics, Responsibilities And Perceptions Of Pressure	35
Figure 4.1	Distribution Of Responses On Perceived Pressure	62
Figure 5.1	Relationship Between Marital Status And Perceptions Of Pressure	78
Figure 5.2	Relationship Between Employment Status And Perceptions Of Pressure	80
Figure 5.3	Relationship Between Employment Responsibility And Perceptions Of Pressure	81
Figure 5.4	Relationship Between Homemaking Responsibility And Perceptions Of Pressure	82

## LIST OF APPENDICES

Appendix	Title	Page
Appendix 1	Approval From Educational Planning & Research Division, Ministry Of Education	97
Appendix 2	Approval From Kedah State Education Department	98
Appendix 3	Letter Of Reference : Graduate School, UUM	99
Appendix 4	Questionnaires	100
Appendix 5	Soal Selidik	107
Appendix 6	Reliability Analysis-Scale (ALPHA) : Pilot Test	114
Appendix 7	Reliability Analysis-Scale (ALPHA) : Full Scale Study	115
Appendix 8	Descriptive Statistics	116
Appendix 9	Ho1.1 Testing : Chi-Square	117
Appendix 10	Ho1.2 Testing : t-Test	118
Appendix 11	Ho1.3 Testing : Chi-Square	119
Appendix 12	Ho1.4 Testing : Chi-Square	120
Appendix 13	Ho1.5 Testing : Chi-Square	121
Appendix 14	Ho1.6 Testing : Chi-Square	122
Appendix 15	Ho1.7 Testing : t-Test	123
Appendix 16	Ho1.8 Testing : Chi-Square	124
Appendix 17	Ho1.9 Testing : Chi-Square	125
Appendix 18	Ho2.1 Testing : t-Test	126
Appendix 19	Ho2.2 Testing : t-Test	127
Appendix 20	Multiple Regression	128
Appendix 21	Comparison Of Means	130
Appendix 22	Tests On Normality	136

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 Background**

The traditional scenario whereby the man is expected to be the only breadwinner while the woman looks after the children and attend to household chores is considered outdated as today's woman juggle several roles, including that of financial provider. Despite many progresses, women are expected to built a career, and still physically carry out household duties at the same time.

Women have been about half of the total population of Malaysia. Their emergent roles as wives, mothers and employees in the development of the nation are highlighted in the government policy. They evidently play important role in determining the next generation as well as important source of economy (Government Policy : Women, 1999). The work place is no longer exclusively the men's / husband's / father's domain; similarly the home sphere is no longer the responsibility of the women / wife / mother. Currently, women represent two third of the nation's total workforce. According to the Prime Minister's Department report, the

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