

MOBILITY OF WOMEN ADMINISTRATORS IN THE
EDUCATION SECTOR IN KEDAH

A thesis submitted to the Graduate School in partial
fulfilment of the requirements for the degree
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Universiti Utara Malaysia

by
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ABSTRAK

Tujuan utama kajian **ini** ialah untuk mendapat satu profil **tentang** pentadbir-pentadbir wanita di sekolah *menengah* seluruh *negeri Kedah*. **Penekanan** kajian ialah *terhadap ciri-ciri demografi dan pola mobiliti (pergerakan)* dari guru **biasa** sehingga menjadi Pengetua. **Ia juga** bertujuan untuk melihat **sama ada** pentadbir-pentadbir wanita **ini** berbeza secara **signifikan** berbanding pentadbir-pentadbir lelaki dalam kedua-dua aspek di **atas**.

Populasi kajian **ini** terdiri daripada Pengetua, **Penolong Kanan** dan Guru **Kanan Bidang** yang **sedang** bertugas di sekolah-sekolah **menengah** negeri Kedah **pada** tahun 19%. Mereka dipilih secara rawak. **Instrumen** yang digunakan ialah satu set **soal** selidik yang mengandungi 47 item. **Soalan-soalan ini** dibina sendiri oleh pengkaji dan bertujuan **untuk** mendapatkan maklumat **tentang** (1) Ciri-ciri peribadi, (2) Latar belakang pendidikan, (3) Faktor-faktor **rumah** tangga, (4) Kualiti **spesifik** dan (5) Poh mobiliti. Data yang dikumpulkan kemudiannya dianalisa **menggunakan** program SAS.

Hasil kajian menunjukkan bahawa pentadbir-pentadbir wanita tidak berbeza secara **sinifikan** berbanding pentadbir-pentadbir lelaki dalam ciri-ciri demografi dan pola mobiliti. Secara am, seorang pentadbir wanita adalah berkahwin, berusia dalam lingkungan 40an dan mempunyai **Ijazah Sarjana Muda**. 65.9% daripada mereka telah berkhidmat sebagai guru **biasa** di **antara** 10 hingga 19 **tahun** manakala 61.0% telah beretugas sebagai pentadbir kurang dari **5** tahun. 46.9% belum pernah mengikuti sebarang program latihan **berkaitan** pentadbiran sekolah **sama ada sebelum** atau pun selepas menjawat jawatan sekarang.

Kajian terhadap mobiliti mendapati bahawa 40.99% pentadbir wanita kekal berkhidmat sebagai guru **biasa** di daerah kelahiran mereka manakala 36.2 1% pula kekal sebagai pentadbir di daerah yang **sama**. Mereka **kurang berminat** untuk berpindah. Kajian terhadap **faktor-faktor** keluarga pula mendapati bahawa 80.6% daripada mereka dapat melaksanakan tanggung jawab sebagai isteri dan 89.7% dapat menjadi ibu dengan baik. Mereka menerima sokongan moral yang kuat daripada **suami** terhadap kerjaya (91.3%) dan kenaikan pangkat (87.9%). Kebanyakan daripada mereka dibantu oleh pembantu **rumah**, suami atau saudara **mara** untuk menguruskan **hal-hal rumah tangga serta** menjaga **anak-anak**. Mereka **juga** didapati tidak berbeza dari segi umur, tahun menerima **ijazah, tempoh perkhidmatan** dan pengalaman sebagai pentadbir berbanding dengan pentadbir lelaki.

Walaupun pentadbir-pentadbir wanita **ini** mempunyai pengetahuan yang baik dalam pentadbiran sekolah, kemahiran dan sikap mereka terhadap **pentadbiran** agak sederhana. Ramai yang teragak-agak untuk menerima tawaran sebagai Pengetua. **Halangan** utamanya ialah kekangan tanggung jawab terhadap keluarga, **kurang yakin** untuk **menjalankan tugas** dan **keengganan** untuk berpindah dari kediaman **tetap**. Bagaimana pun, apabila mereka menerima **tawaran** tersebut, mereka **sentiasa mencuba** sedaya upaya untuk **menjalankan tugas** sebaik **mungkin** sehingga mereka tidak kelihatan berbeza daripada pentadbir-pentadbir lelaki dalam pelbagai aspek termasuk pengetahuan, **prestasi** dan ciri-ciri demografi.

ABSTRACT

The purpose of this study was to draw a profile of the women administrators of the **secondary** schools *in* Kedah. *The emphasis was on their demographic characteristics and mobility pattern.* *The* second aim was to investigate whether the women **administrators** differ significantly in both aspects above from their male counterparts.

The population of this study were the Principals, Senior Assistants and Senior Subject Teachers of the secondary schools in the whole state of Kedah. They were randomly chosen using the Stratified Random Sampling Method. **The** research instrument was a **47-**item **self-constructed** questionnaire mailed to the respondents. It was designed to collect the following informations: (1) Personal characteristics, (2) Educational background, (3) Home-related **factors**, (4) Specific qualities and (5) Mobility pattern of the administrators. The data collected were analyzed using the SAS programme.

The **findings** of this study show that women administrators *do not differ* significantly in demographic characteristics and mobility pattern as compared to their male counterparts. Generally, a typical woman administrator is married, in **the** 40's and has a Bachelor's Degree. 65.9% of them have served as ordinary teachers **between** 10 to 19, years while 61.0% have served as an administrator for less than 5 years. 49.6% of them have not attended any training programme concerning school administration before and after being promoted to their present position.

Looking at the mobility pattern, 40.99% of the female administrators remain as teachers in their own districts of origin while 36.2 1% remain as administrators in the same area. They are less mobile and do not prefer to be transferred. When family matters are **concerned**, 80.6% and 89.7% of them manage to carry out their role as responsible wives and mothers, respectively. They receive good moral support from their husbands both in terms of career-making (91.3%) and promotion (87.9%). Most of them obtain great help either from paid helpers, husband or relatives to do their household chores and manage their children. They do not differ in terms of age, year of graduation, length of service and experience as compared to their male counterparts.

Although **the** female administrators have a good knowledge in school administration, their skill and attitude towards current position are only fair. Most of them face several problems regarding mobility towards becoming a Principal. The most frequent obstacles reported are family constraints, lack of confidence and transfer from permanent residence. However, once they accept the offer, the women give their very best to **carry out** their duties. They do not differ **from** their male counterparts in many aspects, including the level of their knowledge, performance and demographic characteristics.

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CHAPTER 1

INTRODUCTION

1.1 An Overview of Women Employment in Malaysia

Women in Malaysia have long been involved in ‘employment’. Previous studies by Husna Sulaiman (1984), Rohany Nasir (1984), and **Anfield** (1989) showed that besides being housewives, the Malay peasant society women have traditionally participated in economic activities such as farming, handicrafts and sales of goods in local markets. However, they were only engaged in such ‘unpaid employment’ or household production dealing with their own properties and for their own family.

Later, with the economic and social changes in the country especially during the early **1920’s**, women were slowly engaged in the paid workforce. **Acording** to historical records, there were 1,903 women employed as labourers in 1921. Most of them were brought **from** India by the British and were paid to work in the plantations. The Chinese women on the other hand were the immigrants who came to work in the luring mining industries. There was a negligible number of Malay women involved in wage employment during that time.

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