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
Master of Science (Management),
Universiti Utara Malaysia

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ABSTRAK


Hasil kajian menunjukkan bahawa pentadbir-pentadbir wanita tidak berbeza secara signifikan 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 berluxut sebagai pentadbir kurang dari 5 tahun. 46.9% belum pernah mengikuti sebarang program latihan berkaitan pentadbiran sekolah sama ada sebelum atau pun selepas menawat 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, tenpor perkhidmatan dan pengalaman sebagai pentadbir berbanding dengan pentadbir lelaki.

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% 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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“Syukur alhamdulillah.. .,” for at last I have managed to complete this thesis in time.

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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. According 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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