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Organizational Factors and Work-Life Balance among Policewomen in Sarawak: Emotion Based Coping Strategy as Mediator

Mazuin Rosman¹, Surena Sabil², Zaiton Hassan³, Mark Kasa⁴

^{1,2,3} Faculty of Cognitive Sciences and Human Development, Universiti Malaysia Sarawak

⁴ Faculty of Hospitality & Tourism Management, UCSI University Malaysia

Email: markedmund@ucsiuniversity.edu.my

Abstract

Policing is an extremely demanding profession and woman have no choice for working hours which may lead to work-life imbalance. Thus using the suitable coping strategy is paramount to ensure work life balance. The purpose of this study is to examine the effect of emotion based coping strategy as mediator between the selected organizational factors (flexible working hour, organization support and self-management) on work life balance. A total of 110 policewomen in Kuching, Sarawak responded to the survey questionnaire. The finding shows that emotion based coping strategy mediate only the relationship between self- management and work life balance. Thus, in order to assist policewomen to experience WLB, the organization should encourage policewoman to learn to have some 'me time" besides providing support such as counselling and mentoring.

Keywords: Flexible Working Hour, Organization Support, Self-Management, Emotion Based Coping Strategy, Work Life Balance

Introduction

In the era of modernization, participation of women in workforce is not a common issue. Women become important and had given opportunity to involve in employment sector. Furthermore, the formulation of National Women Policy reflects the government's determination to optimize the potential of women in national development (Selvaratnam & Yeng, 2011). The integration of women in the workforce in Malaysia is a new phenomenon in the process of modernization and capitalism (Selvaratnam & Yeng, 2011). Women have become crucial resource in organization and at the same time they need to integrate work and non-work roles effectively. Thus, the involvement of working women in the organization have become increasingly demanding. Based on the report by Department of Statistics Malaysia (2017), there are increment by 0.2% for female labour force which is 54.3% in 2016 and 54.1% in 2015. The increment shows that women also plays a vital role in work force.