



## Study Domain and Its Influences on Family-Work Enrichment among Teachers

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### ABSTRACT

Work-Life balance (WLB) studies have investigated heavily on family domain even though there are sub domains in life. Thus, this study will contribute to the literature by examining study domain (lifelong learning and organizational learning) and its influence on family-work enrichment (FWE) among teachers who are currently continuing their education in Lundu district. A total of 117 teachers responded to the self-administered questionnaire. The finding revealed that both organizational learning and lifelong learning have a positive significant relationship with family work enrichment. Therefore, school management should encourage the culture of lifelong learning and at the same time provide facilities and atmosphere to support the culture will ensure family-work enrichment among teachers who are continuing their study.

*Keywords:* Family-Work Enrichment; Study; Life Long Learning; Organizational Learning; Teachers

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### INTRODUCTION

As Malaysia aspires to be a developed country by 2020, Ministry of Education has a huge responsibility in developing a human capital that is comprehensive, progressive, high in morals and also ethics. Based on this, Malaysia's Ministry of Education is

working hard toward preparing quality teachers, and this effort is guided by the National Philosophy of Education (NPE) and Philosophy of Teacher Education (PTE) (Jamil, Razak, Raju, & Mohamed, 2010). As we move further into the 21st century and globalization, the world is changing rapidly. These changes undoubtedly affect the educational systems around the world, and countries are committed to serious reforms in order to improve their educational systems. Jamil et al. (2010) acknowledged "teachers are not only one of the 'variables' that need to be changed in order to improve the educational system but are also the most significant 4 agents in this reform" (p.1).

### ARTICLE INFO

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e-ISSN: 2550-1623

Manuscript received: 9 August 2018; Accepted: 7 September 2018; Date of publication: 30 March 2019.