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The Impact of Working Time and Work Family Culture towards Work Family Conflict Among Career Women in Sarawak.

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Abstract

Participation of women in the workplace can be seen as a basis of excellence of future global competitiveness. In Malaysia, the women workforce comprises of 50% of the workforce and 70% of them are married working women. Hence, bringing more women into the workplace is not a choice but a necessity for both economic and global competitive. On the overall, many studies be it in the west or east has focused on the negative implication of work on family. Thus, the objective of the paper is to study the relationship of working time and work family culture towards work family conflict. The following study was conducted in Sarawak among 60 working women. The data was collected through questionnaires that were distributed personally to the respondent at their respective workplace. The findings indicated that working time and work family culture have a positive relationship towards work family conflict. Finally, the paper will discuss various ways whereby organization can promote family friendly policies at workplace in order to promote the gender equality and also women capital in Malaysia. This is because in the future the involvement of women in the workplace is even going to be at the higher rate than before.

Keyword: working women, working time, work family culture, work family conflict, family friendly policies.

1.0 Introduction

The growing interest in work-life balance may originate from changes in many global and local domains. For example, the traditional family consists of the husband going out to work and the wife staying at home to look after their children is now becoming less common (Greenhaus & Powell, 2006) and statistics demonstrate a greater participation of women in paid work, family structures altering, an aging workforce and the desire for some workers not to be ‘married to the job’ (Allis & O’Driscoll, 2008). In Malaysia, the increase of women in the workforce is a common phenomenal when it appears 53% of women are the major contributors to the workforce