

Time Management between Family and Career among Women Lecturer at Polytechnic

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Abstract

The involvement of women's career has shown that women nowadays are moving steps towards a different change than women in earlier times. Looking at the current progress and the rising cost of living in nowadays, many of the women involved with the world of work. The involvement of marriage women in the workforce has invite various of conflicts and challenges that have been subjected. Because of this, it is desirable for the authors to conduct a more detailed about the challenges faced by career women in managing their time between their family and career. The objectives were to identify the challenges faced by women lecturers in the field of technical and vocational education in managing the household, to review the criteria required by the women on the go to improve performance in career and family management and to identify the best way or approach in balancing responsibilities between career and family life for women lecturer at polytechnic. A quantitative approach in the form of a correlational study was adopted for this research. 76 questionnaires were distributed to the respondents Politeknik Merlimau, Melaka. The results for all criteria of the organization, job satisfaction, attitudes and opportunities show positive results. This means that overall respondents agreed with all of these criteria can improve performance in a career. In conclusion, based on the findings clearly show that women lecture had no problems in balancing their roles in a career and a family.

1.0 INTRODUCTION

Today, the development of knowledge is increasing and continues to advance from time to time. The development of this knowledge leads to widely different fields and roles has been involved in all levels of society regardless of status, gender and so on. The women were not spared in venturing into this task. The involvement of women in the world today shows that women are one of those who have contributed significantly to the development and advancement nowadays. The women in this age of globalization has achieved success and excellence in life and their careers. This is because the creation of the very great woman and a woman of unusual significance. Thus the role not only in the home as mothers, wives and even his role is now more widely to encompass all aspects of life , including social , political and economic .

Since the advent of Islam, the women are highly regarded by the community as compared to the situation of women in the days of ignorance. This is because in ancient pagan people who had a daughter would feel insulted and society in those days was to look down on them. Now, through the policies that have been brought by Islam, women are no longer excluded and can no longer be an insult and they were given multiple opportunities to advance themselves and their families living with all the amenities such as access to education, employment and so on.

1.1 PROBLEM STATEMENT

The involvement of women's career has shown that women nowadays are moving steps towards a different change than women in earlier times. Now the women career not just at home but they have achieved a remarkable success that can be proud for all parties. But how far the preparation of this career women in facing the challenges faced by them in ensuring their role to the commitment of family and career not affected. Through these challenges that has been motivated them to continue what they have involved in career path and family commitment (Harun, Z., 2007).

These challenges have given variety of implications for themselves and the people surround them like the failure of the duties and responsibilities of the family, social network problem at workplace and they had to face a negative perception from men towards the ability of women staff. Generally, the biggest challenge is time management between the two cases: time for family and career. These challenges can be overcome by taking into account all that has been outlined by the Islamic teachings relating to ethics and guidelines to be followed by a career women. This is because Islam has set the best to his people. Indeed Islam never forbids women to engage them with employment. Employment is an act of worship to God and the worship to the Almighty God does not count either male or female as long as the job done accordance with the Islamic requirements and get His blessing (Azmi, I. A. G, Ismail, S. H. S & Basir, S. A. (2012).

Looking at the current progress and the rising cost of living in nowadays, many of the women involved with the world of work. For women with families, for example, might involve themselves to the job so that it will be able to ease the burden of their husbands in finding the cost living to provide the best comfortness to their children . The involvement of marriage women in the workforce has invite various of conflicts and challenges

that have been subjected. The challenge can be seen when there are very few women who neglect their responsibilities to their family because of to maintain good performance in their careerpath until led to a crisis in managing the household. Because of this, it is desirable for the authors to conduct a more detailed about the challenges faced by career women in managing their time between their family and career.

1.2 OBJECTIVES

- (i) To identify the challenges faced by career women in particular in the field of technical and vocational education in managing the household.
- (ii) Review the criteria required by the women on the go to improve performance in a career and family management.
- (iii) Identify the best way or approach in balancing responsibilities between career and family life for women lecturer at polytechnic.

2.0 LITERATURE REVIEW

2.1 Career Advancement of Muslim Women

Allah regards men and women as equal. The Qur'an, Al-Hujuraat 49:13 is often quoted to support this view that, humankind derives from an equal pairing of men and women. "Allah favours not man, or woman, but whoever is most pious". Thus, there is no discrimination among men and women in terms of career advancement especially in the public service. However, Muslim women could not be the head of a country as this position can only be upheld by men (Azmi, I. A. G *et al.*, 2012).

2.2 Relationship between work-family supportive supervisor and career competencies

A family-friendly work environment plays an important role in raising morale, and attracting and retaining a dedicated workforce (Allan, 2001). Thomas and Ganster (1995) pose that a family-supportive work environment consists of two major components, which are family-supportive policies and family-supportive superlife. The supportive supervisor is one who empathizes with the desire of employees to seek balance between work and family responsibilities (Thomas and Ganster, 1995). A family-friendly work environment has several positive effects on employee work and life. For example, Thomas and Ganster (1995) found that work-family support programmes (except 'program' in computers), especially having supportive supervisors, is positively related to the employee job satisfaction and family matters. With the help of supportive supervisors, employees are able to balance life and work, and concentrate on career management. A supportive relationship with superiors and networks maximizes career success (Ferris *et al.*, 2000). Individuals devote themselves to career management and ultimately, achieve high career competencies because of high quality family supportive management.

2.3 Woman and family

Women are said to be complementary in the lives of men. Women have multiple roles and responsibilities as men because women are the daughters, wives, mothers and subsequent career woman in their life. Before getting married, the woman is the child who has the responsibility to the parents and families. Once married, their responsibilities increased. Woman as a wife and mother is the primary responsibility in the lives of women who are married. However, women also have their role to the career fields. Various of things that career women should sacrifices because they have to be smart in handling and managing their lives to keep pace with career development. At the same time , they also have to manage their household and family that is the most important agenda in women's lives.

3.0 RESEARCH METHODOLOGY

3.1 Research design

A quantitative approach in the form of a correlational study was adopted for this research. The research design being used was in the form of descriptive survey. The research instrument used in this study is a structured questionnaire.

3.2 Sample and data collection

The target population was women lecturers working in Politeknik Merlimau. A convenience sampling technique was used as only those who consented to participate in the study were selected as respondents. From the population, sample size was determined by using Krejcie and Morgan (1970) Table. If the total of 94 women lecturers, so, the sample size according to Krejcie and Morgan Table (1970) was 76 respondents. So,76 questionnaires were distributed to the respondents.

3.3 Analysis and results

At the age of 26 -30 years,19 respondents were single and 23 were married. At ages 31-35 years, the respondents

were 6 still single while others are already married. At the age of 35 years, there were 3 respondents who were still single and 11 respondents were have been married.

Table 3.1: The number of respondents by age and marital status

Age \ Status	26 – 30 years old	31 – 35 years old	> 35 years old	Total
Single	19	6	3	28
Married	23	14	11	48
Total	42	20	14	76

On the other hand, they believe that there are some factors that hinder them from career advancement which are preference for family (22.37%), limited access to professional training and personality (19.74%), gender bias (13.16%), society expectation (9.21%), lack of confidence (7.9%), lack of qualification and no mentoring system (6.58%), insufficient experience and low self esteem (5.26%) and lack of informal network (3.95%). Please refer to Table 3.2 for further details.

Table 3.2: Challenges faced by career women in managing the household. Barriers of career advancement

Items	Frequency	Percentage (%)
Preference for family	17	22.37
Limited access to professional training and personality	15	19.74
Gender bias	10	13.16
Society expectation	7	9.21
Lack of confidence	6	7.9
Lack of qualification	5	6.58
No mentoring system	5	6.58
Insufficient experience	4	5.26
Low self esteem	4	5.26
Lack of informal network	3	3.95

3.4 Criteria required by the women on the go to improve performance in a career and family management

Overall mean score was 3.69 and the organizational criteria of the courseware While the criteria for job satisfaction overall mean score of 3.96 ranks agree. Mean scores for attitudes is 4.08 which shows that respondents are always willing to work related to their profession. Criteria opportunities in employment also showed that respondents agreed with the decision of the items mentioned. But they strongly agree that they are willing to pursue to get a promotion.

Based on the findings clearly show that the majority of respondents agreed with the criteria set out if we look at the mean scores for each criterion were classified. If you look at the overall mean score for each criterion, it shows the attitude of the criteria to the highest mean score of 4:08 and the courseware. While the criteria for job satisfaction, the mean score shown is lower than the other criteria, but they were still at a level agreed. The analysis described in this section of Table 3.3 shows the scores for each item that is answered by the criteria to be classified as follows:

Table 3.3: Criteria required by the women on the go to improve performance in a career and family management

Item	Criteria	Min score	Interpretation
1,2,4,6,7	Organization / workplace	3.69	Agree
5,8,9,14	Satisfaction of work	3.60	Agree
3,10,11,12,13	Attitude	4.08	Agree
16,17,18,19,20	Opportunity in workplace	3.84	Agree

3.5 Way or the best approach in balancing responsibilities between career and family life for women lecturer at polytechnic

The results showed a mean overall score of 3.94 is quite high. range of items that the courseware is between 3.70-4.25. Therefore, it is clear that the majority of respondents agreed with the items associated with the study. The highest mean score in this section is on item 31 with a mean score at 4:25 of the courseware. Therefore, the lecturers said that they often try to improve themselves in order to compensate for the weakness of their responsibilities at home and at work. Meanwhile, the lowest score was a moderate interpretation is 2:55 to agree that the item 30. This indicates that most respondents can divide the time to be with family. The analysis

described in this section of Table 3.4 as followed:

Table 3.4: Way or the best approach in balancing responsibilities between career and family life for women with careers in the field of technical and vocational

No. Item	Item	Min score	Standard Deviation	Interpretation
21	I can work professionally without affecting household problems	4.04	0.58	Agree
22	I am willing to reduce the break to make a career and a family is not neglected	4.00	0.73	Agree
23	Career and family are more important than myself	3.78	0.91	Agree
24	I do not neglect my family though very busy	4.24	0.63	Agree
25	I'm more concerned about the family of a promotion	4.03	0.87	Agree
26	I can juggle between family and career	4.16	0.58	Agree
27	I will work overtime if a given task requires immediate action	4.11	0.65	Agree
28	I'm very positive with myself	4.25	0.60	Agree
29	I can motivate yourself even in stressful situations	3.98	0.66	Agree
30	I do not have enough time to spend with family	2.55	1.07	Quite agree
31	I always strive to improve our weaknesses in order to offset the obligations of family and career	4.25	0.55	Agree
32	I will complete the office work that is brought home after completing their household chores and entertain family	3.70	0.98	Agree
	The overall mean score	3.94	0.35	Agree

4.0 CONCLUSION AND RECOMMENDATIONS

Some facilities to career women were provided at the workplace to ease the conflict of working towards their families such as child care, job sharing, flexible hours, longer maternity leave and they could work from home. On the other hand, policies available are treating women with the same trust and confidence, giving them the same assignments; the rules treat them equally; paying them comparable salaries as men and are not asked to relocate geographically for the sake of career advancement. The factors that contribute to their career success were experience, education, seniority, interpersonal skills, ability in tackling boss, commitment and dedication, support from boss, colleagues and family and leadership styles (Azmi, I. A. G *et al.*, 2012).

According to Azmi, I. A. G *et al.*, (2012), on the other hand, they believe that there are some factors that hinder them from career advancement which are preference for family, limited access to professional training, personality, lack of leadership charisma, lack of confidence, society expectation, gender bias, lack of qualification, power, prestigious developmental assignments and informal network, no mentoring system, low self esteem and not being taken seriously.

The results for all criteria of the organization, job satisfaction, attitudes and opportunities show positive results. This means that overall respondents agreed with all of these criteria can improve performance in a career.

The best approach to balancing the responsibilities and roles of family and career is being able to motivate yourself, think positively and be open, prepared with various challenges and selfless. Therefore, this approach has been adopted by the lecturer in polytechnic to meet the challenges of their role as a lecturer and once as a wife and mother.

In conclusion, women are inherently soft. However, they are able to assume and perform various duties with committed and organized. This is because based on the findings clearly show that women lecturer had no problems in balancing their roles in a career and a family. However, to be moderate and balancing in life is not an easy thing. Thus, through mature thought, when the way of doing work is organized and disciplined, all the problems can be overcome.

Recommendations for development and management quality of career woman among them such as provide more leadership courses and seminars to instill the good values of leadership in them so that in future they can be a good leader. This is an important preparation so that an individual can lead a great responsibility to be more efficient and optimize. Furthermore, the association for the welfare of the women lecturer is also good to be established so that all the problems and issues among women lecturers are taken into account in an organization. This will help a women lecturer to manage their careers and lives better. Thus, by establishing of the welfare association, hopefully it will give many benefits for all parties.

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