



**UNIVERSITI PUTRA MALAYSIA**

***ENVIRONMENTAL AND PERSONAL FACTORS INFLUENCING WORK-FAMILY ENRICHMENT OF ACADEMICS AT SELECTED MALAYSIAN RESEARCH UNIVERSITIES AND THE MODERATING ROLE OF GENDER***

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**MASTER OF SCIENCE  
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ROLE OF GENDER**

**By**

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**July 2013**

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Despite increasing scholarly attention and important advances in the literature of work-family interface, some critical gaps still exist. Lack of studies on work-family enrichment, paucity of sampling in Eastern countries, and inconsistent pattern of findings on gender influence in work-family studies are some examples of the empirical gaps. As an attempt to reduce the research gaps, this study examined the predictors of work-family enrichment and the moderating role of gender in the context of Malaysia. This study was a cross-sectional and quantitative survey. Data from 295 academics at three Malaysian Research Universities was gathered using self-administered questionnaires. All the variables in this study were measured using adopted and adapted instruments with acceptable reliabilities. All assumptions and requirements for data analyses were met for performing Pearson Product Moment Correlation Coefficient, Multiple Linear Regression, and Moderated Multiple Regression.

This study found that the levels of work-family enrichment, social support, job

autonomy, extraversion, and overall health were high, the levels of supportive work-family culture and core self-evaluation were moderate, and the level of work centrality was low among the academics. The findings also revealed that all the variables were positively and significantly related to work-family enrichment except for work centrality. Moreover, social support and extraversion were the main variables that contributed to the variations of work-family enrichment, and overall, the proposed regression model explained 36.4% of variance in work-family enrichment among the academics. The findings also indicated that there were no moderating effect of gender on the relationships between the predictors and work-family enrichment. Based on the findings, this study concluded that the level of work-family enrichment among academics at Malaysian Research Universities was high, and resources to enrich both work and family domains were provided by environmental and personal resources. The academics also valued their family life more important than their work life. It was concluded that social support and job autonomy were critical environmental resources, and extraversion and core self-evaluation were significant personal resources for academics' work-family enrichment. Finally, this study concluded that there was no significant difference between male and female respondents in respect of access or usage of embedded resources at workplace or in family in order to enrich work and family domains among the academics at Malaysian Research Universities.

Through this study, WFE and its antecedents were investigated in an Eastern country, using a combination of men and women respondents among a particular household structure. This study, by itself, was a proof to applicability of Greenhaus's and Powell's theory (2006) and the facilitation model (Wayne et al., 2007) for a non-western context.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah sarjana master sains

**PERSEKITARAN DAN PERIBADI MEMPENGARUHI PENGKAYAAN PEKERJAAN-KELUARGA DALAM KALANGAN AKADEMIK UNIVERSITI PENYELIDIKAN TERPILIH DI MALAYSIA DAN PERANAN MODERASI GENDER**

Oleh

**POURIA SALEHI**  
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Walaupun wujudnya peningkatan tumpuan dalam kalangan pengkaji dan kemajuan penting dalam literatur pengkayaan pekerjaan-keluarga, beberapa jurang kritikal masih wujud. Kurangnya kajian tentang prediktor pengkayaan pekerjaan-keluarga, kekurangan pensampelan di negara-negara Timur, dan corak dapatan yang tidak konsisten ke atas pengaruh gender dalam kajian pekerjaan-keluarga, adalah beberapa contoh jurang empirikal. Sebagai satu usaha untuk merapatkan jurang kajian, kajian ini telah memeriksa prediktor pengkayaan pekerjaan-keluarga dan peranan moderasi gender dalam konteks Malaysia. Kajian ini merupakan kajian keratan rentas dan survei kuantitatif. Data daripada 295 ahli akademik di tiga buah Universiti Penyelidikan di Malaysia telah dikumpul menggunakan borang soal-selidik yang dikendalikan sendiri. Kesemua pembolehubah kajian ini telah diukur menggunakan instrumen yang diambil dan diadaptasi dalam dengan kebolehpercayaan yang diterima. Semua andaian dan syarat untuk menganalisis data telah dipenuhi untuk menjalankan analisis Pekali Korelasi Pearson, Regresi Linear Berganda dan Regresi Berganda Moderasi.

Kajian ini mendapati bahawa tahap pengkayaan pekerjaan-keluarga, sokongan sosial, autonomi kerja, extraversion, dan kesihatan menyeluruh adalah tinggi, dan tahap budaya sokongan pekerjaan-keluarga dan teras

penilaian sendiri adalah sederhana, dan tahap pemusatan kerja adalah rendah dalam kalangan ahli akademik. Hasil kajian juga menunjukkan bahawa kesemua angkubah berkait secara positif dan signifikan dengan pengkayaan pekerjaan-keluarga, kecuali pemusatan kerja. Selain itu, sokongan sosial dan “extraversion” adalah angkubah utama yang menyumbang kepada variasi pengkayaan pekerjaan-keluarga, dan secara keseluruhan, model regresi yang dicadangkan menerangkan 36.4% pengkayaan pekerjaan-keluarga dalam kalangan ahli akademik. Dapatan kajian juga menunjukkan bahawa tidak ada kesan moderator gender ke atas hubungan di antara prediktor dan pengkayaan pekerjaan-keluarga. Berdasarkan dapatan, kajian ini menyimpulkan bahawa tahap pengkayaan pekerjaan-keluarga dalam kalangan ahli akademik di Universiti Penyelidikan di Malaysia adalah tinggi, dan sumber untuk memperkayakan kedua-dua domain pekerjaan dan keluarga telah disediakan oleh sumber persekitaran dan peribadi. Akademik juga menilai kehidupan berkeluarga lebih penting berbanding kehidupan bekerja mereka. Kesimpulan nya, sokongan sosial dan autonomi pekerjaan adalah sumber alam sekitar yang kritikal dan “extraversion” dan teras penilaian sendiri merupakan sumber peribadi yang signifikan untuk pengkayaan pekerjaan-keluarga ahli-ahli akademik. Akhirnya, kajian ini menyimpulkan bahawa tidak ada perbezaan antara responden lelaki dan perempuan berhubung dengan akses atau penggunaan sumber yang dapat di tempat kerja atau dalam keluarga untuk memperkayakan pekerjaan domain dan keluarga dalam kalangan ahli akademik di Universiti Penyelidikan di Malaysia. Melalui kajian ini, penyelidikan mengenai WFE dan peramalnya telah dijalankan di negara Timur, dengan menggunakan gabungan responden lelaki dan wanita serta struktur isi rumah. Kajian ini juga, telah adalah membuktikan kesesuaian teori Greenhaus dan Powel (2006) dan model 'facilitation' (Wayne et al., 2007) bagi konteks bukan barat.

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I certify that a Thesis Examination Committee has met on 8 July 2013 to conduct the final examination of Pouria Salehi on his thesis entitled "Environmental and Personal Factors Influencing Work-Family Enrichment of Academics at Selected Malaysian Research Universities and the Moderating Role of Gender" in accordance with the Universities and University Colleges Act 1971 and Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the student be awarded the Master of Science.

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## DECLARATION

I declare that the thesis is my original work except for quotations and citations, which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at University Putra Malaysia or at any other institution.

**POURIA SALEHI**

Date: 08/July/2013



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