



UNIVERSITI PUTRA MALAYSIA

***JOB SATISFACTION, FAMILY FUNCTIONING AND PSYCHOLOGICAL
WELL-BEING OF DUAL-EARNER COMMUTER COUPLES IN MALAYSIA***

FARAH SYUHADA BINTI PAI

FEM 2019 22



**JOB SATISFACTION, FAMILY FUNCTIONING AND PSYCHOLOGICAL
WELL-BEING OF DUAL-EARNER COMMUTER COUPLES IN MALAYSIA**

By

FARAH SYUHADA BINTI PAI

**Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia, in
Fulfilment of the Requirements for the Degree of Master of Science**

September 2018

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DEDICATION

The dedication of this thesis split four ways:

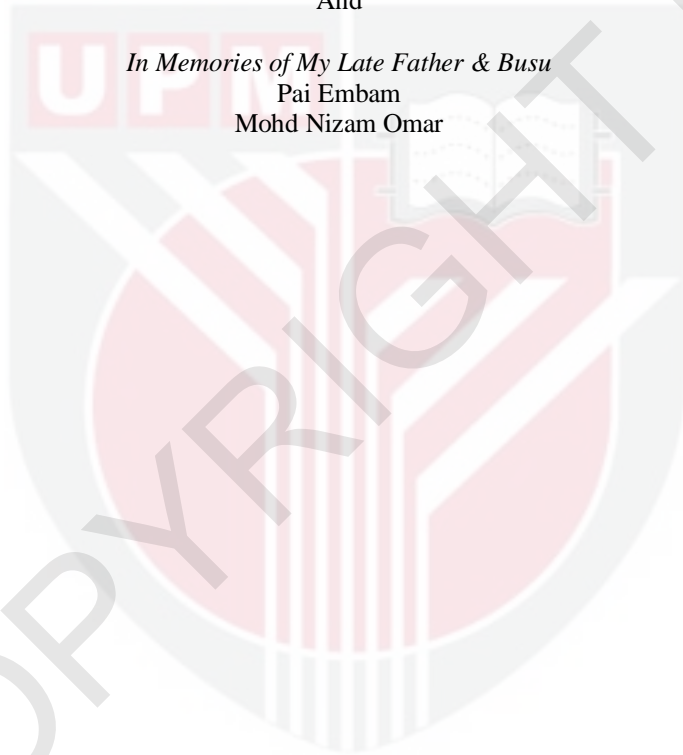
To Allah SWT

To Prophet Muhammad PBUH

To My Beloved Mother
Liah Omar

And

In Memories of My Late Father & Busu
Pai Embam
Mohd Nizam Omar



Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfilment of the requirement for the degree of Master of Science

JOB SATISFACTION, FAMILY FUNCTIONING AND PSYCHOLOGICAL WELL-BEING OF DUAL-EARNER COMMUTER COUPLES IN MALAYSIA

By

FARAH SYUHADA BINTI PAI

September 2018

Chairman : Associate Professor Zarinah binti Arshat, PhD
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Over the last few years, the phenomena of dual-earner commuter couples had gain the attention of the world including Malaysia. The changing of demographic in the workplace had lead some couples to adopt commuting lifestyle in order to remain employed and had given impact towards their psychological well-being. However, a little effort has been given to studying on dual-earner commuter couples psychological well-being and the factors contribute to it, especially in Malaysian context. Various literatures also stated that commuting challenge has negative impacts towards commuter couples. As manifested, the present study was primarily conducted to determine the relationship between job satisfaction, family functioning and psychological well-being of dual-earner commuter couples in Malaysia. A total sample of 180 respondents which consisting of 90 pairs of commuting couples with age range between 23 to 57 years old have been identified using the purposive sampling method. Furthermore, respondents provided data through a structured self-administered questionnaire. The instruments used in this study were the Minnesota Satisfaction Questionnaire Short Form (MSQ-SF) (Weiss, Dawis, England, and Loifquist, 1967), Family Adaptability and Cohesion Evaluation Scale III (FACE-III) (Olson, 1993) and General Health Questionnaire (GHQ-12) (Goldberg & William, 1998).

In addition, the results of this study were analyzed using the Statistical Package for Social Science (SPSS) based on hypotheses that have been constructed to identify a direct correlation between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptability) and psychological well-being. The findings from the analysis of Pearson Product-Moment showed that there were significant negative relationships between job satisfaction (intrinsic and extrinsic) and family functioning (cohesion) with psychological well-being. In contrast, there was also significant positive relationship found between adaptations with psychological well-being of dual- earner commuter couples. In addition, the finding of t-test analysis showed that there were no significant

mean differences between husband and wife in work satisfaction (intrinsic and extrinsic), family functioning (cohesion) and psychological well-being. The study also found that only family functioning (adaptation) ($\beta = .20, p < .05$) was made a unique contribution to psychological wellbeing. In other word, this association must be interpreted within the commuting context in which that couple's effort to highly adapt with commuter challenging lifes were more likely effecting their psychological well-being. To sum up, the contribution of the functioning in a family plays an important key factor in shaping and defining the psychological well-being of dual-earner commuter couples.



Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah Master Sains

**KEPUASAN PEKERJAAN, KEFUNGSIAN KELUARGA DAN
KESEJAHTERAAN PSIKOLOGI DALAM KALANGAN PASANGAN
KOMUTER DUA SUMBER PENDAPATAN DI MALAYSIA**

Oleh

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Fakulti : Ekologi Manusia

Sejak beberapa tahun yang lalu, fenomena pasangan komuter dua sumber pendapatan telah mendapat tumpuan dunia termasuk Malaysia. Perubahan demografi di tempat kerja telah mendorong pasangan suami isteri untuk mengamalkan gaya hidup berkomuter dalam usaha untuk kekal bekerja dan pada masa yang sama memberi kesan terhadap kesejahteraan psikologi mereka. Namun, sedikit usaha telah diberikan dalam mengenalpasti kesejahteraan psikologi dalam kalangan pasangan komuter dua sumber pendapatan dan faktor-faktor yang menyumbang kepadanya, terutama dalam konteks Malaysia. Pelbagai kajian literatur menyatakan gaya hidup berkomuter yang mencabar memberi impak yang negatif kepada pasangan komuter. Seperti yang dinyatakan, kajian ini dijalankan untuk menentukan perkaitan antara kepuasan pekerjaan, kefungsihan keluarga dan kesejahteraan psikologi dalam kalangan pasangan keluarga komuter dua sumber pendapatan di Malaysia. Seramai 180 orang responden berbangsa Melayu yang terdiri daripada 90 pasangan keluarga komuter yang berumur antara 23 hingga 57 tahun telah dikenal pasti menggunakan kaedah persampelan bertujuan. Tambahan pula, data kajian ini juga telah dikumpul melalui borang soal selidik tadbir sendiri oleh responden. Alat pengukuran yang digunakan dalam kajian ini ialah *Minnesota Satisfaction Questionnaire Short Form (MSQ-SF)* (Weiss, Dawis, England, & Loifquist, 1967), *Family Adaptability and Cohesion Evaluation Scale III (FACE-III)* (Olson, 1993) dan *General Health Questionnaire (GHQ-12)* (Goldberg & Williams, 1988).

Hasil kajian ini seterusnya dianalisis menggunakan Statistical Package for Social Science (SPSS) berdasarkan hipotesis yang telah dibina untuk mengenalpasti hubungan langsung antara kepuasan pekerjaan (intrinsik dan ekstrinsik), kefungsihan keluarga (perpaduan dan adaptasi) dan kesejahteraan psikologi. Dapatan kajian daripada analisis korelasi *Pearson Product-Moment* menunjukkan hubungan negatif yang signifikan antara kepuasan pekerjaan (intrinsik dan ekstrinsik) dan kefungsihan keluarga

(perpaduan) dengan kesejahteraan psikologi. Sebaliknya, hubungan positif yang signifikan pula berlaku antara adaptasi dengan kesejahteraan psikologi dalam kalangan pasangan komuter dua sumber pendapatan. Seterusnya, analisis t-test menunjukkan bahawa tiada perbezaan min yang signifikan antara suami dan isteri di dalam kepuasan pekerjaan (intrinsik dan ekstrinsik), kefungisian keluarga (perpaduan) dan kesejahteraan psikologi. Kajian juga mendapati kefungisian keluarga (adaptasi) ($\beta = 0.20$, $p < .05$) berperanan dalam memberi sumbangan yang unik terhadap kesejahteraan psikologi. Dengan erti kata lain, perkaitan ini mesti dilihat dari konteks komuter, dimana usaha kedua-dua pasangan dalam beradaptasi atau menyesuaikan diri dengan kehidupan keluarga komuter yang mencabar berkemungkinan memberi kesan terhadap kesejahteraan psikologi mereka. Oleh itu, peranan kefungisian dalam sesebuah keluarga memainkan peranan yang penting untuk membentuk serta menentukan kesejahteraan psikologi bagi pasangan komuter dua sumber pendapatan.

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This thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as fulfilment of the requirement for the degree of Master of Science. The members of the Supervisory Committee were as follows:

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LIST OF ABBREVIATIONS

EDA	Exploratory Data Analysis
VIF	Variance Inflation Factors
SPSS	Statistical Package for the Social Sciences
MSQ-SF	Minnesota Satisfaction Questionnaire Short Form
FACE-III	Family Adaptability and Cohesion Evaluation Scale III
GHQ-12	General Health Questionnaire
WFE	Work-Family Enrichment

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Increasing number of women involve in the labour force in 21st century become a most of major trends in Malaysia. In 2017, there are about 5.81 million female labor forces in Malaysia. According to the Department of Statistic Malaysia (2016) reported that 49.8% of female successfully enrol in to the highest education and this rate may continue to increase in the future. Since women are educated nowadays, they tend to married men of higher or at least not lower status then them (Rusconi, 2002). Therefore, majority of educated women tend to have their husband who are also pursuing his own career. This phenomenon increasing the number of a dual-earner commuter family in Malaysia especially due to growing economic development and level of education among Malaysian citizen (Yan-Li, Samsilah, Maria & Haslinda, 2018). Unsurprisingly, this trend had contributed to growing number of dual-earner commuter families and long distance relationships between husband and wife.

A dual-earner commuter couple's can be defined as a one spouse in dual-earner marriage couple lives close to his or her work place and far away from the family home for extended period up to a week or even longer due to the commuting distance is too far to travel on a daily basis, whereas the other spouse is being resident in the family home with work and child-care responsibilities (Hardill, 2002). During this period, both members of commuter marriage are pursuing a career and difficult to find a job in the same areas and which lead to geographically separated residence (Ferk, 2005). Previous study indicated that marriage couples who wish to have their own career and ambition tend to adopt the commuting family lifestyle and this trend will continue to increase especially among young couples (Roslan, Li & Ahmad, 2013). Particular one member of dual career couple has to relocate to remain employed for career advancement, as part as career development or to continue working for company benefit (Ferk, 2005). In essence, commuting behaviour was dominantly practiced by men rather than women itself because of gender norm responsibilities that view men as a breadwinner, meanwhile women as a homemaker and mainly involve in child rearing (Viry, Widmer & Kaufmann, 2010). Even though, there is no exact numbers of statistics on dual-earner commuter families in Malaysia but in become a new trends among a coworkers. Particularly, large number of participants in commuter marriage came from career and occupations such as sports, acting, politics, business and the military (Kiefer, 2000).

For the time being, there is a growing numbers of literatures on psychological well-being and the role of commuting in past decade (Roberts, Hodgson & Dolan, 2011). Psychological wellbeing is a wide idea which individual are able to cope with stress, had a positive emotional and mental health state and also some positive personality characteristics such as self confidence and self-efficacy (Rathi, 2011). Apart from that,

commuting provides a transition time which allowed a mental shift between different activity and provide a leisure moment for some people, it is because time spent in the commuting could prevents participated in other activities (Hilbrecht, Smale & Mock, 2014). It also can create time out from other commitment and responsibilities which could include some activities such as listening to music, enjoy the scenery and also time alone (Jain & Lyons, 2008) which later on contributed to a healthy psychological well-being on dual-earner commuter family. Apart from that, commuting also one of the factor of low job satisfaction and family functioning and also related to lower general well-being, which is can reduced physical and mental health (Hamming, Gutzwiller & Bauer, 2009; Jansen, Kant, Kristensen & Nijhuis, 2003), while Ortega et al., (2014) mentioned that commuter couples always view commuting in negative perception which give impact towards theirs well-being. Thus, the ability of couples in dual-earner commuter family to face the difficulties during this period is one of the key factors in maintaining the psychological well-being.

A bulk of research (Viry et al., 2010; Hilbrecht et al., 2014; Lizano & Barak, 2015) have consistently shown that job satisfaction play an important role towards a workers psychological well-being. Fiori, Bollmann and Rossier (2015) in their research reported that people who are experience more overall positive emotion tend to better appreciate their work environments and feel more satisfied with their job. Meanwhile, individuals who experience more negative emotions had stronger anxiety, less satisfied in their job and more distress in the work place. In fact, poor job satisfaction was particularly related with workplace withdrawal such as absent from work and turnover intentions (Fried, Shirom, Gilboa, & Cooper, 2008; Griffeth, Hom, & Gaertner, 2000). Moreover, there is clear evidence that show high level of job satisfaction will promote healthy psychological well-being among employees (Dunn & O'Brien, 2013; Eby, Maher, & Butts, 2010) and also could help maintain their work and family life balance (Lambert, Minor, Wells & Hogan, 2016). Similarly, by feeling unsatisfied with their job, individuals will experience and trigger negative emotion which is had a linked with unhealthy psychological outcomes (Wagner & Mulder, 2015). Thus, job satisfaction can be conclude as important aspect of employee psychological well-being (Bergbom & Kinnunen, 2014).

Another key fact to remember that, commuting also gives impact towards dynamic of marital and family functioning (Bassani, 2007). Changes in the family structure and its functioning may lead to more stress because of the absence of partner during traveller departure and upon his or her return (Landesman & Seward, 2013). In order to maintain the functioning of the family, most of commuter couples apply a strategy where usually a wife would work in hometown geographical area rather than their husband. This strategy was not only applied to ensure wife can take care of the family but also they will divided the parenting and home chores responsibility in weekly time frame at the same time (Van Der Klis, 2009). Usually, spouse will face all the problem arise either from work and family environment by their own self without support from their partner which is can contribute to poor psychological well-being among commuter couples. Indeed, strong evidence shows that stress occur due to change of family structure and juggling between work and family commitment are linked with low level of family functioning and psychological well-being (Lau, Ma, Chan & He, 2012). Roslan, Li and

Ahmad (2013) reported that worker who could not adapt in commuting life style and couldn't cope with all the stressor may disrupt the functioning of the family and lead to poor psychological well-being. Besides that, commute spouse also develop some strategy with stressful commuting lifestyle by finding a closer home with work place and keep in touch with partner more frequently in order to increase intimate relationship and maintain the functioning of the family, which lastly enhance healthy psychological well-being (Pupko, 2009). As manifested, previous work has demonstrated the importance of family functioning in affecting individual psychological well-being with decreasing the emotional distress, by increasing their intimacy, good communication skill and maintain their emotional bonding within the family system (Jain & Lyons, 2008; Lau et al., 2012; Landesman & Seward, 2013; Roslan et al., 2013; Hilbrecht et al., 2014).

Particularly, women experienced more stress than men in relation to deal with multiple roles as a worker as well as homemaker (Cha, 2010). They are responsible for the entire household tasks besides their career tasks. This multiple roles and burden responsibilities of women always make them feel neglected, disappointed and angry especially when the commuting spouse showed a lack of involvement in the family activities and lives due to time and space constraints (Viry et al., 2010). Meanwhile, commuting husbands also suffer from the feeling of guilt as they have limited time spend for their spouse and children (Glutzer & Federlein, 2007). This is because they always miss out the important moments happen in their family and also inability to meet the obligation as a husband. However, most of commuter couples adopted a variety of strategy to maintain their intimacy and communication including by frequent audio, video and written exchanges as well as participate intensively in their family activities when the commuter was home (Landesman & Seward, 2013; Zarinah & Farah, 2015) which particularly enhance the functioning of the family. To sum up, there is substantial previous research demonstrating that there are gender differences in term of job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being (Jones & Fletcher, 1996; Roberts et al., 2011; Dunifon, Ziol-Guest & Kalil, 2012; Dunifon, Kalil, Crosby & Su, 2013; Dickerson, Hole & Munford, 2014).

In summary, this study was intended to explore the contribution of job satisfaction and family functioning particularly on psychological well-being. Moreover, both work and family is a complicated combination for many household especially in dual-earner commuter couples. The differences responses between husbands and wives towards job satisfaction and their functioning of the family, may later on affect their psychological well-being. Therefore, the present study is important to be studied in order to get a clear picture on the perception of job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being between husband and wife in dual-earner commuter couples.

1.2 Statement of Problem

A statement of problem in a scientific research study was developed in order to address the purpose of designating “why do you want to do the study and what you intend to accomplish” (Locke, Spirduso & Silverman, 2013). What’s more, Creswell (2013) stated that there are seven major components of producing a good statement of problem. Therefore, this present study was developed according to the following components, which is the crucial purpose of the study, statement of theory, variable used in the study, connection of the variables, unit of analysis, specific type of strategy of inquiry and definition of each key variable (refer Section 1.8).

The crucial purpose of the present study is aim to elaborate and explain on the relationships between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being. Increases on problem related to psychological wellbeing are higher among adults in Malaysia and cause a major concern among society. Over the past decades there were increasing number of psychological well-being problems among adults from 10.7% (1996) to 29.2% (2015) (National Health and Morbidity Survey, 2015). Past research had noted that, increasing demand on time and problems related work-life balances will arise the levels of stress and psychological problems among adults especially towards working population (Taylor, 2001; Roberts et al., 2011). Moreover, previous research stated that others perceptions always regard that commuter marriage is one of the sign of marital problems and divorce (Bergen, 2010). Past research also reported that commuter marriage arrangement was a trial of separation and one of the factor of divorce (Author, 2006). According to National Suicide Registry Malaysia (NSRM) Annual Report (2009), stated that the highest rate of suicides was from the divorce or separate couples. This is because they have to live separately in different residence which result in feeling of loneliness, isolation, give a negative impact on the quality of life and also on the relationships within the family system (Schvaneveldt, Young, & Schvaneveldt, 2001; Stutzer & Frey, 2007; Pistole, Roberts, & Chapman, 2010). In turn, all the burden and the stress that related to the commuting challenges will negatively impact on individual commuters’ health and their psychological well-being. Realizing the important of healthy psychological development, this study was design to determine the factors that possibly contribute to psychological well-being among dual-earner commuter families such as job satisfaction and family functioning.

Moreover, based on the Bronfenbrenner’s ecological theory (1979) and Circumplex Model of Marital and Family System (Olson, 1991) was particularly specify on the relationships and interaction between individual’s contexts and as well as their surroundings, which subsequently influences individual development. In ecological perspective there are five systems introduced, which is job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being relationship was lie within the systems. Furthermore, work-family enrichment theory (Greenhause & Powell, 2006) is related to this study by the connection between work (i.e., job satisfaction) and family (i.e., family functioning) that influences the individuals’ development (i.e., psychological well-being). The detailed description of

the theoretical concept for this study is presented on the following section (refer Section 1.6).

In addition, there are three main variables in this current study, which are job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being. Previous literatures (Viry et al., 2010; Hilbrecht et al., 2014; Lizano & Barak, 2015) have discussed that job satisfaction play an important and crucial contribution towards family functioning and psychological well-being of dual-earner commuter families. Similarly, with the previous study by Sanz-Vergel and Rodriguez-Munoz (2013), they found that employee daily work positive experience and job satisfaction may transfer directly to home domain, which contributed to increase the functioning of the family and thereby leading to increases the commuter's psychological well-being. Thus, work or job setting remain as a most influence factor towards family functioning and employee well-being.

While, in the term of the connection of variables, job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) in the current study is an independent variables (i.e., cause factor), and psychological well-being is a dependent variable (i.e., effect factor). Job satisfaction (intrinsic and extrinsic) and psychological well-being have demonstrated a direct relationship in past research (Lantz, House, Mero & Williams, 2005; Gottholmseder, Nowotny, Pruckner & Theurl, 2009; Roberts et al., 2011). Past research indicate that it is important to understand employee consideration of their family situation when making work decision because it might influence the psychological well-being of both couples (Greenhaus & Powell, 2012). Particularly, commuting will changes the marriage and the functioning of the family and this changes may increase the anxiety and stress level, as well as might brought a negative impact towards individual psychological well-being (Evans & Steptoe, 2002; Garrosa, Camona, Ladstatter, Blanco & Cooper-Thomas, 2013).

The existing study on job satisfaction, family functioning and psychological well-being has only focused on traditional couples rather than dual-earner commuter couples. Research on the work and family interface has focused on the experience of individuals and failed to represent for both members of couples (Eby, Maher & Butts, 2010), despite the fact that more than half (61.8%) of married couples in Malaysia are dual-earner couples (Department of Statistic Malaysia, 2016). Furthermore, the literatures on commuter family in Malaysia are still remaining fairly thin. Besides, there are limited numbers of empirical studies on combining work, family and psychological well-being on dual-earner commuter couples (Greenhaus & Powell, 2006; Reuschke, 2010; Shockley & Singla, 2011) and also on the relationship between commuting and well-being (Dickerson, Hole & Munford, 2014).

Moreover, recent studies predominantly apply a qualitative research design (Axisa, Scott, & Newbold, 2011; Van der Klis & Karsten, 2009; Glotzer & Federlein, 2007) rather than quantitative research design to obtain the information of the study. Beside that, there are a few studies were conducted in Asian context (Shimazu, Demerouti,

Bakker, Shimada & Kawakami, 2011; Roslan et al., 2013; Yan li, Samsilah, Maria & Haslinda, 2015). In other words, research is needed on long distance commuting to better document the patterns and to understand the implication for both couples and their families (Landesman & Seward, 2013). Thus, to better understand on the relationship between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being, this present study is aim to illuminate and elaborate on these variables by considering dual-earner commuter couples' in Malaysia as unit of analysis. In addition, cross-sectional was selected as the specific type of inquiry in order to generalize the findings. Respondents were recruited from sample of Developing Model of Strengths and Stressors of Dual-Earner Commuter Families in Malaysia (Zarinah, Rozumah, Zanariah, Farah & Chan, 2017). There were 180 respondents from 90 commuter couples was participated in the current study in Malaysia.

In summary, the purpose of current study was to examine the relationships between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being among dual-earner commuter couples in Malaysia. The study also investigates to what extent the relationships between independent variable (i.e., job satisfaction and family functioning) and the dependent variable (i.e., psychological well-being). A total of 180 respondents were recruited in the study based on the self-report response. Instead, the data were analysed using SPSS to determine the direct effect of job satisfaction (intrinsic and extrinsic) and as well as role of family functioning (cohesion and adaptaion) on the psychological well-being in the present study. Lastly, the study was guided by the assimilation of three theoretical background, which is Bronfenbrenner's ecological theory (1979), Circumplex Model of Marital and Family System (Olson, 1991) and work-family enrichment theory (Greenhause & Powell, 2006). Therefore, the following research question were addressed in the current study pertinent to the problem statement:

1. What are the relationships between personal background (age, duration of marriage, years of education, total monthly income) with job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents?
2. What are the relationships between n job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents?
3. What are the differences in job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being between husbands and wives?
4. Does job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) predict psychological well-being after controlling a number of personal background (age, duration of marriage, years of education, total monthly income) of respondents?

1.3 Significance of the Study

The finding from the present study are significant in several factors. Firstly, this finding will provide valuable information to a future research. The outcome of the study will give information on how job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) influence the psychological well-being among dual-earner commuter couples. Moreover, the findings of current study will provide a new and different context of future research. So the finding of the current study could provide other variables that may contribute to a better psychological well-being among dual-earner commuter couples. However, most of the current studies have neglected that commuting is also one of the important dimension to employee psychological well-being.

The current research also important to identify factors that can influence psychological well-being among dual-earner commuter couples in Malaysia. The information gain in the current study will bring new information for researcher, community and especially the individual in the commuter couples lifestyle. According to Bergen (2010), findings on commuter research are potentially useful to commuter wives, their spouses, families, social network members, counsellors and therapists who work with commuting spouses. The finding in this study will contribute more understanding in commuter relationships especially in terms of job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being. It is also hoped that the findings of this study can also help to improve and highlight the issues regarding workers that commute and far from their family in many institutions.

Finally, this study also may supply important information for any governmental and non-governmental organizations in Malaysia. This data would help the organization to get a full picture of problems that commuter family face in their daily life and effects of being commute in their psychological well-being. Therefore, the institutions and also employers can take a step to improve the quality and level of psychological well-being of the workers.

1.4 Objectives of the Study

This section presents the general objective and specific objectives of the study.

General Objective

The general objective of this study is to determine the relationships between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being among dual-earner commuter couples.

Specific Objectives

Based on the general objective, the specific objectives of the study are outlined as below:

1. To describe personal background (age, duration of marriage, sector of occupation, education level, years of education, total monthly income), commuter family context (duration of being commuter family and cost of travel home per month), job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents.
2. To explore the relationships between personal background (age, duration of marriage, years of education, total monthly income) with job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents.
3. To determine the relationships between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents.
4. To determine differences in job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being between husbands and wives.
5. To determine whether job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) predict psychological well-being after controlling a number of personal background (age, duration of marriage, years of education, total monthly income) of respondents.
6. To determine the mediating role of family functioning (cohesion and adaptation) between job satisfaction (intrinsic and extrinsic) and psychological well-being.

1.5 Hypotheses

There are several alternative hypotheses (H_a) formulated in this study:

Objective 3: To determine the relationships between job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being of respondents.

- H_{a1} : There is a significant relationship between job satisfaction and family functioning.
- H_{a2} : There is a significant relationship between intrinsic and family functioning.
- H_{a3} : There is a significant relationship between extrinsic and family functioning.
- H_{a4} : There is a significant relationship between job satisfaction and cohesion.
- H_{a5} : There is a significant relationship between job satisfaction and adaptation.
- H_{a6} : There is a significant relationship between intrinsic and cohesion.
- H_{a7} : There is a significant relationship between intrinsic and adaptation.
- H_{a8} : There is a significant relationship between extrinsic and cohesion.

- H_{a9}: There is a significant relationship between extrinsic and adaptation.
- H_{a10}: There is a significant relationship between job satisfaction and psychological well-being.
- H_{a11}: There is a significant relationship between intrinsic and psychological well-being.
- H_{a12}: There is a significant relationship between extrinsic and psychological well-being.
- H_{a13}: There is a significant relationship between family functioning and psychological well-being.
- H_{a14}: There is a significant relationship between cohesion and psychological well-being.
- H_{a15}: There is a significant relationship between adaptation and psychological well-being.

Objective 4: To determine differences in job satisfaction (intrinsic and extrinsic), family functioning (cohesion and adaptation) and psychological well-being between husbands and wives.

- H_{a16}: There is a significant difference in the job satisfaction between husbands and wives.
- H_{a17}: There is a significant difference in the intrinsic between husbands and wives.
- H_{a18}: There is a significant difference in the extrinsic between husbands and wives.
- H_{a19}: There is a significant difference in the family functioning between husbands and wives.
- H_{a20}: There is a significant difference in the cohesion between husbands and wives.
- H_{a21}: There is a significant difference in the adaptation between husbands and wives.
- H_{a22}: There is a significant difference in the psychological well-being between husbands and wives.

Objective 5: To determine whether job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) predict psychological well-being after controlling a number of personal characteristics (age, duration of marriage, years of education, total monthly income) of respondents.

- H_{a23}: Job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) do significantly predict psychological well-being after controlling a number of personal characteristics (age, duration of marriage, years of education, total monthly income).

Objective 6: To determine the mediating role of family functioning (cohesion and adaptation) between job satisfaction (intrinsic and extrinsic) and psychological well-being.

- H_{a24}: There is a significant mediating effect between intrinsic and psychological well-being through cohesion.
- H_{a25}: There is a significant mediating effect between extrinsic and psychological well-being through cohesion.
- H_{a26}: There is a significant mediating effect between intrinsic and psychological well-being through adaptation.
- H_{a27}: There is a significant mediating effect between extrinsic and psychological well-being through adaptation.

1.6 Theoretical Background of the Study

The theoretical perspective are utilised to develop the research conceptual framework for job satisfaction, family functioning and psychological wellbeing. The Bronfenbrenner's Ecological Theory (1979), Work-Family Enrichment Theory (Greenhaus & Powell, 2006) and the Circumplex Model of Marital and Family System (Olson, 1991) will provide and assist the development of research conceptual framework in the present study.

1.6.1 Bronfenbrenner's Ecological Theory

Bronfenbrenner's Ecological Theory (1979) will provide a useful theoretical views regarding on the relationships and interaction between individual (i.e., psychological well-being) and its own environment (i.e., job satisfaction and family functioning). In other words, Connard and Novick (1996) stated that ecological perspective views human development from a person in environment context and all growth and development take place within the context of relationships and also the interaction between individual and the changing social and physical environment (Bubolz & Sontag, 1993). Thus, this theory provides an appropriate theoretical perspective to understand the current study for use within the families with diverse structure in different life stages and circumstances (Bubolz & Sontag, 1993) especially among dual-earner commuter couples. Bronfenbrenner (1979) in his work stated that ecological levels or system composed of five subsystems such as microsystem, mesosystem, exosystem, macrosystem and chronosystem. These subsystems often influence the development of individual with the different expectations, pressure, demands and also experience.

The first layer of system is microsystem, which consists of face-to-face interaction or direct contact of individual with their physical and material features. Moreover, microsystem is the closest environment, which as directly influence as well as bidirectional effect (Bronfenbrenner, 1979) toward person through their participant in various setting such as home, school, work and neighbourhood. For an example, individual belief and also behaviour in commuter lifestyle are directly interacting with the commute spouse in family microsystem. Likewise, the interaction occur in the family microsystem will influence and affect their functioning in the family and later on influence their development (i.e., psychological well-being).

The second layer of the context named as mesosystem and as well as known as interrelationship in the microsystem (i.e., home, work, neighbourhood) in which a person participates. Mesosystem contain a link between two or more setting in developing person such as linkage between home and workplace. Bronfenbrenner's (1979) stated that mesosystem is composed of relationships network between various interacting factors in the microsystem of individual life. For example, the interaction between workplace (i.e., job satisfaction) and home (i.e., family functioning) could influence the psychological well-being of dual earner commuter marriage couples.

Thirdly, is exosystem which is external environment or social setting in which individual does not participate directly but the setting has indirect influences on the individual. This subsystem consists of a broad belief, value and institutional pattern, which is provided from various types of background of each individual in the social setting (Bronfenbrenner, 1979). For instance, couple's indirect relationships between home and workplace. This social setting does not directly participate in couple's outcome but indirectly effect on family functioning and later on affect their behaviour as well as their well-being.

Furthermore, the fourth layer of the system is macrosystem. The macrosystem involves the culture, values, reference to the belief, knowledge, and life style. However, changing in the 'traditional family' where is men work and women manage the household and take care of the children (Bassani, 2003) into dual-earner commuter couple could later on affect their functioning as a wife and mother in their family. Thus, these difficulties may directly influence the family functioning and their spouse psychological well-being.

Lastly, the outermost layer of the system is chronosystem which consist of change or consistency over time of the environment in which the person lives. Bronfenbrenner's (1979) stated that changes in life course such as family structures, socioeconomic status, employment and place of residence can affect the development of individual's. For example, changes of family structure in commuter family where the commute spouse live far apart and only visit home once a month could probably affect the family functioning and also the spouse psychological well-being.

Therefore, the ecological system theory highlights the individual development from the inmost system to the outermost system. Later on would may strengthen or weaken their functioning in both direct and indirect way, which could probably affect their thought as well as their behaviour. Thus, by guided from this theory, these environments may facilitate or prevent the job satisfaction, family functioning and individual psychological well-being.

1.6.2 Work-Family Enrichment Theory

Work-family enrichment theory (WFE) proposed by Greenhaus and Powell (2006) had been adopted as a theoretical framework in the present study in order to examine the factors (i.e., job satisfaction and family functioning) that contributed and influence the individual outcome (i.e., psychological well-being) in commuter couple's context. According to Greenhaus and Powell (2006, p.73), work-family enrichment had been defined as "the extent to which experiences in one role improve (i.e., work) the quality of life in the other role (i.e., family)".

In this theory, there are two mechanisms or path which the resource would generate to promote and improve in the other role either directly (i.e., instrumental path) or indirectly (i.e., affective path). Theory of WFE consist of five types of resources that drive the work-family enrichment process (McNall, Masuda & Nicklin, 2010) such as skills and perspective (e.g., coping skill, respecting individual difference), psychological and physical resources (e.g., optimism, physical health), social-capital resources (e.g., influence, information), flexibility (e.g., flexible work arrangement and location) and material resources (e.g., money, gifts) (Greenhaus & Powell, 2006).

Based on the Greenhaus and Powell (2006) theory (see Figure 1.1), the first path of WFE is instrumental path which the resources generated in Role A (i.e., work) will transfer directly to Role B (i.e., family) and may promote high performance and also produce positive affect. Secondly is affective path, resources in Role A will promote positive affect in Role A in two ways either directly (arrow 2) or indirectly (arrow 3 and 4) through high performance in Role A, next, positive affect in Role A may produce high performance (arrow 5) and positive affect (arrow 6) in Role B.

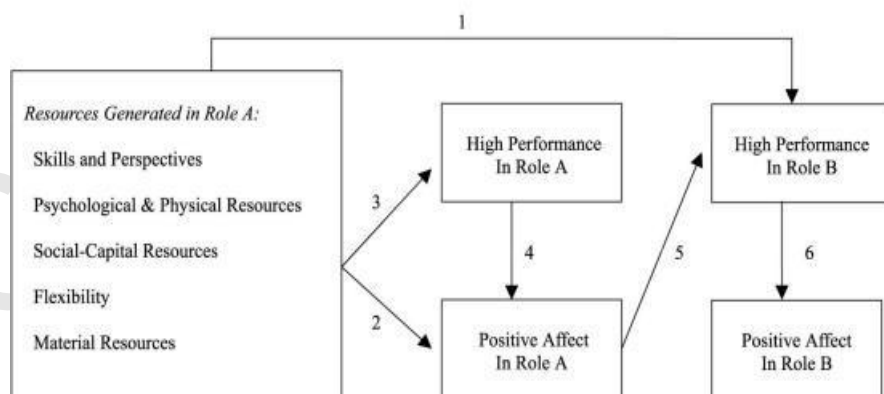


Figure 1 : Theory of Work-Family Enrichment

(Source : Adapted from Figure 1 in Greenhaus & Powell 2006, p.79)

According to Greenhaus and Powell (2006) theory emphasized that the role generated in Role A may promote high performance, produce a positive effect on Role B and then contributed to a positive outcome (i.e., psychological well-being) for individual. For instance, commute spouse which has flexible work arrangement would have a high performance in work place and increase the job satisfaction. Then, trigger high performance as a father and increase the functioning of the family. McNall, Masuda & Nicklin (2010) stated that employee that have flexible work arrangement would have better performance in handling work and family demands. Besides, individual who experience positive and satisfied with work as well as in family role would have healthy psychological well-being (Greenhaus & Powell, 2006). Moreover, in WFE theory, participation in both work and family roles can buffer individuals from distress in one of the role in the model. Therefore, the present study is related to this WFE theory in the linkage between the connection of work (i.e., job satisfaction), family (i.e., family functioning) and individual outcome (i.e., psychological well-being).

1.6.3 Circumplex Model of Marital and Family System

The three-dimensional version of Circumplex Model of Marital and Family System (Olson, 1991) consist of three dimension which are family cohesion, adaptability and communication. Family cohesion is construct from on how family system balance between separateness and togetherness of family members. For example time together is more important than time alone. Meanwhile, adaptability is focusing on how stability versus change within the family system. Basically, adaptability focuses on the change in a family leadership, roles and rules. The last dimension in Circumplex model is communication which measured by focusing on family listening skills, speaking skills, continuity tracking, respect and regard. Past research's has found that balanced system tend to have very good communication, while unbalanced system tend to have poor communication. Because communication is facilitating dimension, so it is not graphically included in the model.

The three-dimensional version of the Circumplex Model (Olson, 1991) were used in this study to evaluate the cohesion and adaptability dimension. In this version cohesion and adaptability were assesses in linear manner rather than curvilinear dimension. High score on cohesion and adaptability scale are indicative of balance system, while low score reflect on unbalanced systems. The advantages using this model is that it incorporated with second order change which is change from one system into another system type. Second order change is linear with higher change in the balanced system and lower level of change in unbalanced system. For instant, in time of stress in commuter lifestyle, the balanced system will tend to change to another system in order to adapt to the current family change. Literally, family used appropriate way by change their cohesion and adaptability in order to cope more effectively with a crisis. Therefore, a balanced family functioning will consistently linked with positive health and well-being outcome (Kouneski, 2000). Thus, Circumplex Model (Olson, 1991) provides the theoretical framework in guiding this study on how family functioning influences couples's developmental outcome (i.e., psychological well-being).

1.7 Conceptual Framework of the Study

The conceptual framework of this study was based on the theoretical framework that had been described earlier which is Bronfenbrenner's Ecological Theory (1979), Work-Family Enrichment Theory (Greenhaus & Powell, 2006) and Circumplex Model of Marital and Family System (Olson, 1991). Figure 1.2 showed the conceptual framework for the present study. The study was sought to identify to which extent job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) influence psychological well-being of dual earner commuter couples. The conceptual framework employed the combination of both ecological (i.e., Bronfenbrenner's, 1979), work-family enrichment perspective (i.e., Greenhaus & Powell, 2006) and Circumplex Model of Marital and Family System (i.e., Olson, 1991) were contributed to the development of individual in the commuter lives. It is important to consider the multiple interrelated and interconnectedness between different kind of setting (i.e., work place and family) in which contributed to the individual outcome (i.e., psychological well-being) among dual-earner commuter couples.

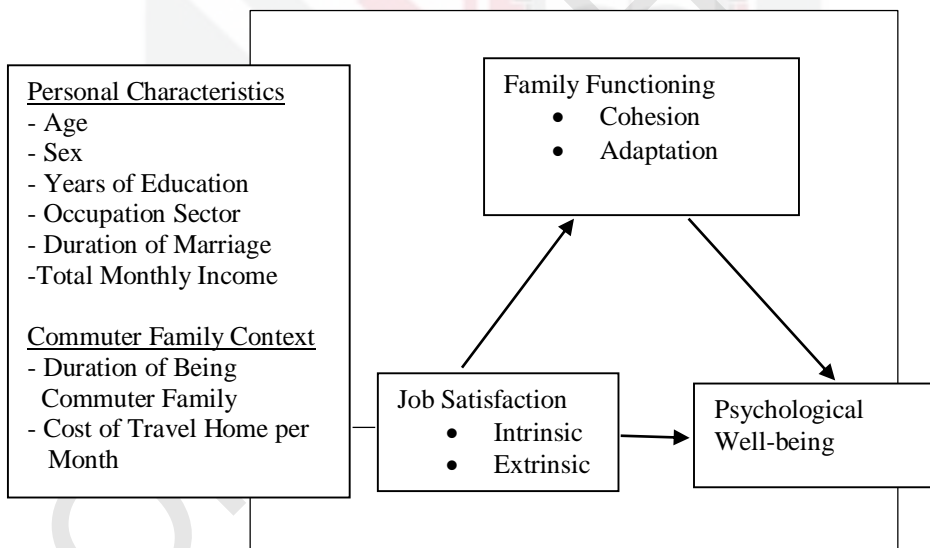


Figure 2 : Conceptual Framework: Job Satisfaction (intrinsic and extrinsic), Family Functioning (cohesion and adaptation) and Psychological Well-being among Dual-Earner Commuter Couples

Moreover, the above frame work described the relationship between job satisfaction (intrinsic and extrinsic) and family functioning (cohesion and adaptation) that experience by the dual-earner marriage couples towards the individual psychological well-being. The interaction of marriage couples within their immediate setting such as in the workplace will directly influences the family functioning and later on affects the couples' psychological well-being outcome. Previous studies (Ferk, 2005; Tang, Siu &

Cheung, 2014; Fiori et al., 2015) indicate that job satisfaction is associated with the development of individual psychological well-being.

1.8 Definition of Terminology

This section provides the conceptual and operational definitions for the keywords used in the study.

1.8.1 Job Satisfaction

Conceptual definition of job satisfaction is defined as job satisfaction can be defined as an emotional state resulting from the personal evaluation towards their job experience and work environment (Alegre, Mas-Machuca & Berbegal-Mirabent, 2016).

Operational definition of job satisfaction refers to the respondents' score on the Minnesota Satisfaction Questionnaire Short Form (MSQ-SF) (Weiss, Dawis, England, & Loifquist, 1967) which consists of two subscales which are intrinsic job satisfaction and extrinsic job satisfaction. A higher score on the scale indicates a higher level of job satisfaction.

1.8.2 Family Functioning

Conceptual definition of family functioning is defined as a balance between family closeness or cohesion and family adaptability or ability to be adaptable and adjust to any difficulties and changes within the family system and its environment (Olson, 1993).

Operational definition of family functioning in this context is the respondents' score on the Family Adaptability and Cohesion Evaluation Scale III (FACE-III) (Olson, 1993). A total of 20 items make up the FACE-III where 10 items described the family adaptability subscale and another 10 items described the family cohesion. A higher score indicates higher family functioning and vice versa.

1.8.3 Psychological Well-being

Conceptual definition of psychological well-being refers to free from distress or other mental health problems, have positive self-regard and positive relationships with other people, as well as have a meaningful life (Ryff, 1995).

Operational definition of psychological well-being in this study refers to respondents' score on the General Health Questionnaire (GHQ-12) (Goldberg & Williams, 1988) which consist 12 items. A higher score on the scale indicates a lower level of psychological well-being.

1.8.4 Dual-Earner Commuter Couples

Conceptual definition of dual-earner commuter couples is defined as a type of long distance marriage characterized by spouses living in different locations during the workweek due to commitment towards his career (Bergen, 2010).

Operational definition of dual-earner commuter couples in this context refers to a both of married couples where the husband is take a commute role and live far apart from his families because of job commitment, whiles wife take a responsibilities to take care of the children and pursue her career.

1.9 Limitations of the Study

There are several limitations has been noted in this study. Firstly, the study was conducted among Malay couples and only focus on couple's which come from dual-earner commuter family. So, the findings from this study can only be generalized to this particular population only, particularly those from other race, cultures and geographic areas cannot be assumed.

Moreover, the information regarding couple's psychological well-being, job satisfaction and family functioning are gathered using questionnaire. Therefore, the reliability and validity of the information are highly depending on respondent's honesty when answering the questionnaire. Hence, the trustworthiness of this presents study could affected, if the respondent's did not answer the questionnaire.

Lastly, the current study only focus on the relationships between job satisfaction, family functioning and psychological well-being among dual-earner commuter couples, and did not taking account on other potential factors such as marital relationships, work-family conflict, work demand and resources. Comparing between couples with children and couple's did not have children also one of the important factors that need to be study. Therefore, this factor should be considered in the future research.

1.10 Chapter Summary

This chapter began with the introduction to the background of the study and the statement of problem. Then, this study also guided by theoretical background and conceptual framework. It was then followed by research general and specific objectives, along with hypotheses and also significance of the study. Finally, definition of the terminology and limitation of the study was also presented. The next chapter will review and discuss through the past research to the present study.



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BIODATA OF STUDENT

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