THE RELATIONSHIP OF WORK FAMILY CONFLICT AND JOB PERFORMANCE AT HSE RESOURCES SDN. BHD., PAKA, TERENGGANU

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ABSTRACT

The purpose of this research is to identify the relationship between work-family conflict and the job performance of the employee at Hse Resources Sdn. Bhd, Paka Terengganu. The elements in this research are work to family conflict, family to work conflict and cooperative strategy. In order to increase the good job performance of the employee at the work place, the company should motivate and give inspiration to the employee and not downgrade the employee because it could affect the outcome of the job.
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CHAPTER 1
INTRODUCTION

1.1 Background of the study

There are causes that could influence the job performance of the employee. One of it is the work family conflict. According to Greenhouse and Beutell, (1985) as work family conflict originated in studies of role conflict, it is frequently defined based on role theory as: "a form of inter role conflict, in which the demands of work and family roles are incompatible in some respect, so that participation in one role is more difficult because of participation in the other role". Other definition from Voydanoff (2005) argued that work family conflict is a cognitive evaluation of work and family resources and demands. Work-family conflict is typically defined as "inter role conflict in which the role pressures from the work and family domains are mutually incompatible".

The conflict could happen because many employees, especially those who are working in smaller companies, do not enjoy benefits like flexi time, on-site day care, career-break schemes, and informal support networks (Rotondo & Carlson, 2003). By identifying which mothers are at the highest risk for work-family conflict, one might be able to develop suitable intervention efforts to be able to prevent or reduce the conflict between work and family (Nilsen, Skipstein & Demerouth 2016). It shows that work family conflict does affect the work performance. The problems that occur from the work family conflict will affect the job performance.