

**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.

TABLE OF CONTENTS

	Page
ABSTRACT	i
ACKNOWLEDGEMENT	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	iv
LIST OF FIGURES	iv
 CHAPTER 1	
INTRODUCTION	1
1.1 Background of the Study	1
1.2 Statement of the Problem	3
1.3 Research Objectives	6
1.4 Research Questions	7
1.5 Scope and limitations of the Study	7
1.6 Significance of the Study	7
1.7 Definition of Terms	8
 CHAPTER 2	
LITERATURE REVIEW	9
2.1 Family to Work Conflict	10
2.2 Work to Family Conflict	11
2.3 Cooperative Strategy	12
2.4 Conceptual Framework	12
 CHAPTER 3	
METHODOLOGY	13
3.1 Introduction	13
3.2 Research Design	13
3.3 Sampling Frame	13
3.4 Population	14
3.5 Sampling Technique	14
3.6 Sampling Size	14
3.7 Unit of Analysis	14
3.8 Data Collection Procedures	14
3.9 Research Instrument Used	15
3.10 Data Analysis	15
3.10.1 Reliability Test	16
3.10.2 Normality Test	17
3.11 Conclusion	18
 CHAPTER 4	
FINDINGS	19
4.0 Introduction	19
4.1 Demographic Data	20
4.1.1 Gender	20
4.1.2 Respondent's Age	21
4.1.3 Marital Status	21
4.1.4 Education	22
4.1.5 Position	23
4.1.6 Years of Services	23

4.1.7 Salary	24
4.1.8 Number of Dependents	24
4.1.9 Working Spouse	25
4.1.10 Spouse Income	25
4.1.11 Maid	26
4.1.12 Time taken	26
4.2 Descriptive Analysis	27
4.3 Analysis of Findings	28
CHAPTER 5	
CONCLUSIONS AND RECOMMENDATIONS	31
Conclusion	31
5.1 Demographic Background	31
5.2 Research Questions	33
5.3 Recommendations	34
REFERENCES	35
APPENDICES	

LIST OF TABLES

Table	Page
3.10.1 Reliability Test	16
3.10.2 Normality Test	17
4.1.1 Gender	20
4.1.2 Respondent's Age	21
4.1.3 Marital Status	21
4.1.4 Education	22
4.1.5 Position	23
4.1.6 Years of Services	23
4.1.7 Salary	24
4.1.8 Number of Dependents	24
4.1.9 Working Spouse	25
4.1.10 Spouse Income	25
4.1.11 Maid	26
4.1.12 Time taken	26
4.3 Analysis of Findings	28

LIST OF FIGURES

Figure	Page
4.1.1 Gender	20
4.1.4 Education	22

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.