

UNIVERSITI TEKNOLOGI MARA  
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RELATIONSHIP BETWEEN EMPLOYEES  
BACKGROUND, KNOWLEDGE ON GENDER ROLES  
AND JOB STRAINS ON WORK FAMILY CONFLICT  
AMONG EMPLOYEES OF STATE GOVERNMENT AT  
WISMA MUIS KOTA KINABALU.

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## **ABSTRACT**

This study was design to identify the level of independent variables, the level of dependent variables, the significant difference between gender and knowledge on the gender roles, to identify the significant difference between gender and work family conflict and to identify the relationship between independent variables on work family conflict among employees of State Government, at Wisma Muis Kota Kinabalu. This study involved 151 of respondent among employees of State Government, Wisma Muis. The data finding is analyzed to meet the requirement for this study. The data findings were analyzed by using descriptive analysis, independent sample T-test and Pearson correlation. The finding shows that there is a significance difference between Job strains and work family conflict among employees of State Government at Wisma Muis Kota Kinabalu and there is a significance difference between backgrounds of employees and work family conflict among employees of State Government at Wisma Muis, Kota Kinabalu.

The study also give a better understanding for the researcher to understand the relationship between gender roles, employees background and jobs strains on work family conflict among employees of State Government at Wisma Muis Kota Kinabalu. By knowing the relationship, it can help to solve gender related conflicts by create a better understanding regarding to gender roles among employees. This will also help to add more knowledge and information to other researcher that interested to conduct a study regarding these issues in future.

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