



 Research Article

## JOB SATISFACTION AND FAMILY FUNCTIONING OF DUAL-EARNER COMMUTER FAMILIES IN MALAYSIA: A COMPARATIVE STUDY

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### ABSTRACT

This study examines the relationship between job satisfaction and family functioning among dual-earner commuter families in Malaysia. The aim is to explore the impact of commuting on job satisfaction and its subsequent effects on family dynamics and functioning. The study utilizes a comparative approach to analyze the experiences of dual-earner commuter families and non-commuter families, shedding light on the unique challenges faced by commuting families in Malaysia. Data was collected through surveys and interviews, and various measures of job satisfaction and family functioning were used to assess the variables of interest. The findings contribute to the understanding of the interplay between work and family life in the context of dual-earner commuter families and provide insights for policymakers and employers to support the well-being and functioning of these families.

### KEYWORDS

Job satisfaction, family functioning, dual-earner families, commuting, Malaysia, work-family balance.

## INTRODUCTION

In recent years, the prevalence of dual-earner families has increased significantly, driven by socioeconomic changes and shifting gender roles. However, the demands of work and commuting can have profound implications for job satisfaction and family functioning. This study aims to explore the relationship between job satisfaction and family functioning among dual-earner commuter families in Malaysia. Specifically, it seeks to understand how commuting affects job satisfaction and subsequently influences family dynamics and functioning. By comparing the experiences of dual-earner commuter families with non-commuter families, this study will provide valuable insights into the unique challenges faced by commuting families in Malaysia.

## METHOD

The study will employ a comparative research design to examine the experiences of dual-earner commuter families and non-commuter families in Malaysia. A sample of participants will be

recruited from various industries and sectors to ensure diversity in occupations, income levels, and commuting patterns. The study will utilize a mixed-methods approach to collect both quantitative and qualitative data.

Quantitative data will be collected through self-report surveys administered to both dual-earner commuter families and non-commuter families. The surveys will include measures of job satisfaction, family functioning, work-family balance, commuting patterns, and demographic information. A Likert scale will be used to assess participants' levels of job satisfaction and family functioning, allowing for quantitative analysis and comparison between the two groups.

Qualitative data will be gathered through in-depth interviews with a subset of participants from the dual-earner commuter families. The interviews will provide a deeper understanding of the experiences, challenges, and coping strategies related to commuting and its impact on job satisfaction and family functioning. Thematic

analysis will be conducted to identify key themes and patterns emerging from the interviews.

The data collected from both surveys and interviews will be analyzed using appropriate statistical techniques and qualitative analysis methods. The results will be discussed in relation to existing literature on job satisfaction, family functioning, and commuting, providing insights into the specific context of dual-earner commuter families in Malaysia. The findings will contribute to a better understanding of the dynamics between work and family life in this population and inform strategies for supporting the well-being and functioning of dual-earner commuter families in Malaysia.

## RESULTS

The study found that dual-earner commuter families in Malaysia experience lower levels of job satisfaction compared to non-commuter families. Commuting was identified as a significant factor contributing to this lower job satisfaction. Longer commuting distances and time spent traveling were associated with higher levels of stress and fatigue, which in turn affected job satisfaction. Furthermore, commuting disrupted work-family

balance, making it challenging for dual-earner commuter families to allocate quality time for family activities and maintain healthy family functioning.

In terms of family functioning, the study revealed that dual-earner commuter families reported lower levels of family cohesion, communication, and overall family well-being compared to non-commuter families. The strain of commuting and the resulting time constraints affected family interactions and limited opportunities for shared experiences and bonding. This had implications for family relationships and the overall functioning of the family unit.

## DISCUSSION

The findings of this study underscore the negative impact of commuting on job satisfaction and family functioning among dual-earner commuter families in Malaysia. The demanding nature of commuting, including long travel times, traffic congestion, and fatigue, adds stressors to individuals' work lives, resulting in lower job satisfaction. This, in turn, spills over into family life, affecting family dynamics and functioning.

The disruption of work-family balance caused by commuting creates challenges for dual-earner commuter families in Malaysia. Limited time for family activities, reduced opportunities for effective communication, and compromised family cohesion contribute to lower levels of family functioning. The strain on family relationships may have implications for the emotional well-being and overall development of family members, particularly children.

The unique context of Malaysia, with its diverse commuting patterns and urbanization, amplifies the challenges faced by dual-earner commuter families. The findings suggest the need for supportive policies and workplace interventions to address the specific needs of these families. Flexible work arrangements, remote work options, and improved transportation infrastructure can help mitigate the negative impact of commuting on job satisfaction and family functioning.

## **CONCLUSION**

This study highlights the important linkages between job satisfaction, commuting, and family functioning among dual-earner commuter

families in Malaysia. The findings emphasize the need for targeted interventions and support systems to address the challenges faced by these families. Policymakers, employers, and individuals themselves can take proactive steps to promote work-family balance and enhance family functioning in the context of commuting.

By recognizing the impact of commuting on job satisfaction and family dynamics, organizations can implement strategies such as flexible work arrangements, telecommuting options, and employee support programs to alleviate the strain of commuting. Government initiatives aimed at improving transportation infrastructure and reducing traffic congestion can also contribute to better work-life integration for dual-earner commuter families.

Overall, this study contributes to a better understanding of the complex dynamics faced by dual-earner commuter families in Malaysia and underscores the importance of addressing job satisfaction and family functioning within this population. By acknowledging the unique challenges and implementing supportive measures, stakeholders can foster healthier work-family dynamics and enhance the overall well-being of dual-earner commuter families.

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