WORK-FAMILY BALANCE: CLARIFYING CONCEPT, POLICY AND RELIGION INPUTS.

Associate Professor Sharifah Hafizat Syed Ismail Al-Qasimy (Ph.D)
Principal Investigator for FRGS2014-1 Research Project
Associate Professor and Senior Lecturer in Islamic Governance & Women Leadership,
Department of Islamic Political Science, Academy of Islamic Studies,
University of Malaya, Kuala Lumpur, Malaysia.
Email: ssahza@um.edu.my, Telephone: +603-79670951, +603-79670868 Fax:
+603-79670046
Ilhamie Abd Ghani Azmi
Associate Professor and Senior Lecturer,
Department of Syariah and Management, Academy of Islamic Studies,
University of Malaya, Kuala Lumpur.
Email: amazmi@um.edu.my, Tel: +6012-6796661
Che Zarina Saari
Associate Professor and Senior Lecturer
Department of Akidah and Islamic Thought, Academy of Islamic Studies,
University of Malaya, Kuala Lumpur.
zarina@um.edu.my
Narizan Ab Rahman
Senior Lecturer in Department of Syariah and Law, Academy of Islamic Studies
University of Malaya, Kuala Lumpur.
narizan@um.edu.my
Siti Aishah Mohd. Matiyard
Graduate Research Assistant, Department of Islamic Political Science,
Academy of Islamic Studies, University of Malaya, Kuala Lumpur.
skyexpert2@gmail.com

ABSTRACT:
Work-family balance (henceforth, WFB) is the degree to which an individual is able to simultaneously balance emotional and behavioral demands of both paid work and family responsibilities. Due to significant demand on quality service and in child upbringing, balance up between work and family becoming more challenging. At the same time, studies proved that good policy ensures WFB but the account to policy studies is found largely unexplored. The fact that existing concept of WFB policy is more in western setting, bringing the Malaysian policy will add to eastern experience. This study is to investigate what are the policies adopted in relation to WFB from religious perspective and to provide local insight on how Malaysia governs for WFB. By using systematic literature review and official documentation methodology, this study found that although many related policies are introduced, their effectiveness towards achieving WFB and how they co-relate to reduce family conflict are still vague but religiosity and spirituality elements shown positive contribution.

Keywords: Work Family Balance (WFB), Work Family Conflict (WFC), Policy, Malaysia, Religiosity, Spirituality.