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FACTORS AFFECTING JOB MOTIVATION OF FEMALE WORKERS IN PUBLIC SECTORS DURING THE IMPLEMENTATION OF WORK FROM HOME POLICY IN MALAYSIA

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ABSTRACT

The Government of Malaysia has introduced the work from home (WFH) policy in 2020 due to the alarming attack of the Covid-19 virus globally that change the working environment in adapting to the new norms. This policy has outlined the guidance on how WFH should be implemented by the public sectors workers in Malaysia as a tool to serve the people. Being the biggest composition of public sectors workers in Malaysia, the females who are more likely to favouring WFH are also having harder time of doing so taking into consideration the surrounding factors which end up affecting their job motivation. Thus, this study intends to examine factors that affect job motivation among female workers in public sectors in Malaysia during the implementation of the WFH policy. This study adopts a descriptive survey research design. The research sample are 150 female workers from Majlis Amanah Rakyat (MARA), the biggest public agency under the Ministry of Rural Development. The sampling technique is a single-stage random sampling technique using the Likert scale. Four (4) instruments are used for this study namely: work-life balance, management support, job stress and job motivation scales synchronized into a questionnaire. A multiple regression analysis will be used to analyse the data. This study expects that there is a significant relationship between level of job motivation and work-life balance, management support and job stress.

Keywords: Female, work from home, job motivation