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Reviewing the Literature on Working Dual Jobs among Workers with Specific Discussion on Malaysian Women

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ABSTRACT

Quite recently, working dual jobs among workers in Malaysia was permitted by the government on the grounds of earning additional income as a substructure for daily living, managing household debts and soldiering on towards achieving a sustainable future. The Malaysian Central Bank's report indicated that 'gaji kehidupan wajar' or the living wage is needed for a household to afford a minimum acceptable living standard as well as a substance for a developing nation. Concurrently, the living wage also was seen to be a potential tool in reviewing current salaries relevancies for Malaysian employees. Assuming that the national living wage is yet attainable, working dual jobs were allowed to certain working sectors. However, the permission was bound to a specific act and circular since it only involved primary official jobs. Working dual jobs can be one of the initiatives to supplement everyday living for most families. This article selects 10-year official-based and academic-content literature that review the relevant concepts of working dual jobs from both international and Malaysian situations. The compilation of this contemporary reviewed reading materials may be useful for the academics and researchers to undertake further deliberation in this pressing socio-financial situation among Malaysian workers, particularly women. As further, this compilation of study may have significance towards the organisational context in the prevalence of women's empowerment and work-life balance today.

Keywords: dual jobs, Malaysia, work-life balance, working women

INTRODUCTION

Over the years, developed countries highlighted into discussions countless in regards to work-life balance among employees (Gregory and Milner, 2009). The U.S. Bureau of Labour Statistics (1996) compared women and men found that more than 50 per cent men in the United States work dual job compared to women. More recently, Webster et al. (2018) found that although the existence of individuals working dual jobs arises positively, still there was less study on the work-life balance among employees since most works of literature on organisational behaviour focused on experiences in working one job only. Additionally, multiple jobholders experienced fatalities and injuries in the work-related matter. Having minimal rest and sleep were also into discussions for multiple jobholders in the United States (Wellman et al., 2016). It was also found that chronic disease aftermath (Williamson et al., 2011), BMI increment (Arlinghaus et al., 2012) and chronic and acute sleep deprived led to more accidents for multiple jobholders (Kantermann et al.,

2010). As further, less study done was found particularly focusing on the effect on health for multiple jobholders. Sliter and Boy (2014) found that the phenomena of working multiple jobs had not been well presented by organisational research although around seven million people had work dual/multiple jobs in the United States. Webster et al. (2018) suggested that dual jobholders' experiences are an influential topic to be studied further.

At the present-day Malaysian context, it was seen a rapid improvement in the labour force for both men and women. The Khazanah Research Institute had reported that half of the working-age population for Malaysian were women where it comprises of 9.5 million women and 9.8 million men in the year of 2017 (Khazanah Research Institute, 2018). According to McGin and Oh (2017), among the substances of choices for women in joining paid employment were to achieve self-satisfaction and financial security; whereby social issue and ideologies were related in between the choices by women into the labour force. Besides, the Malaysian household debt condition among public service employees was quite worrisome due to the rising statistics indicated about the debt (Nizar, 2015); and it was not easy steps to get-out from debt (Azman et al, 2015). The debt management programme under the surveillance of the Credit Counselling and Debt Management Agency (AKPK) received 50,361 debt cases (Nizar, 2015). This worrisome situation keeps on rising due to various reasons; the rising cost of living and other crucial financial commitment which lead to financial distress and struggle for a living (Mokhtar and Husniyah, 2017).

Since the year 2016, the Malaysian public employees had received a new salary scheme (Anis et al. 2016). However, the initiative did not help to resolve household debt issues among employees due to income levels condition (Bank Negara Malaysia, 2018). Due to this situation, the Ministry of Health in Malaysia allowed its medical officers to do multiple jobs such as opening private practices or become medical consultants at private hospitals aligned with the suggestions from the Federal Government that the public service employees can work more than one job (Sabron and Hassim, 2017). The same was also done by the Ministry of Education of Malaysia whereby it allowed teachers to conduct private tuition apart from doing official jobs (Kenayathulla and Ubbudari, 2017). However, previous reviews on the Malaysian public service officers who work multiple jobs apart from their official jobs were still limited. Most of the time, the studies from international research had been used to elaborate on the situations of Malaysian working multiple jobs phenomena (Sabron and Hassim, 2017).

Within the local context, Aazami et al. (2015) studied on Malaysian women public service officers who had trouble with nights of sleep and undergone conflict at work. The study indicated that women who affected from sleep disturbance were in among the 20s to 30s. The factors led to this condition was from working late/overtime nearly 16 hours per week and work-family interference on a high note (Aazami et al., 2015). On the contrary, a study found that women at age 30 towards 39 years old were affected by strain-based work interference into the family as well as time-based family interference into work which concluded that sleep quality among working women might be disturbed by experiencing a high level of work-family work (Arlinghaus et.al., 2012).

An addition to the Malaysian context, Sabil et al. (2016) conducted a study towards nurses at the General Hospital of Sarawak found that workload, work shift and official position were among the prominent factors contributed to work-family conflict among nurses. The respondents of the study highlighted that they had made several actions to overcome the work-family matter, such as by prioritising

professional work, developing positive attitudes, engaging in open communications with surroundings and revising the intention to do work (Sabil et al., 2016)

Having realised the importance of this topic to benefit women workers, we arrange this study review as an attempt to add and provide recent literature that may be useful for further research, particularly on their socio-financial situations. Additionally, this study review may also have significance on the women's empowerment at the organisational level.

METHOD

This study used a qualitative methodology approach. Most concepts/themes that were used in the discussions were related to the Theory of Rational Choice (TRC), which is the theoretical framework for this study.

REVIEWING THE CONCEPTS

To fill the research and academic gap, this article explores the past 10-year works of literature on issues of dual-working women, both in Malaysian and international citations. The collection of the most recent discussions on the relevant concepts revolving around the subject-matter may benefit the researchers, students and others.

Dual and Multiple Jobholders

According to Webster et al. (2018), a dual jobholder was defined as a person who has more than one job and receives monetary incomes from two different employers; or a person who works for paid employment and self-employed at the same time. One example of a dual jobholder is a teacher who has an official teaching work during school hours while at the same time engages in official work, maybe holding teaching jobs at night time and weekends (Webster et al., 2018). In various ways, a wider definition of a dual jobholder can be read from the research by Bush, McKee and Bunn (2013), who contextualising it as a person who works more than one job either during day time, night time, weekdays, weekends, multiple full-time jobs, multiple part-time jobs, temporary jobs, self-employment or vice versa.

Working more than one job seen to be another platform to received extra financial income and was not uncommon to society (Cappelli and Keller, 2013). In the United States, around 7.2 million people were known to be holding more than one job (U.S. Bureau of Labour Statistics, 2016). This numbers in statistics are important in defining employees, workers, and persons with multiple jobs. A study conducted by Sabron and Hassim (2018) in the public hospitals around Klang Valley on the perception of moonlighting practices among the employees indicated that working dual jobs was crucial to surviving everyday living; also it has become a trend to have more than one job while at the same still maintaining work-life balance with families. From the indications, it shows that working dual jobs is crucial for some employees in Malaysia. However, the reviews of the study presented above did not state specifically regarding the jobholder's genders i.e. men or women.

Conflict on Real Job versus Part-Time Job

Viewing on Malaysian context, teachers were one of the many employees' groups from the public sectors who were well known to carry the role of multiple jobholders. Unfortunately, the downside of being

multiple jobholders may affect their performance, profession, school and education system at large (Jamadin and Noordin, 2014). This condition arises due to their exhaustion because of the multiple roles that had drained out their energy at a maximum level; hence the frustrating result in performance for their official job as teachers (Jamadin and Noordin, 2014). This conclusion, however, raised many disagreements and needed further research towards this issue.

Another finding from a study conducted by Sabron et al. (2017) towards female staff mostly who were wives and mothers at Klang Valley public hospitals had indicated that working multiple jobs had affected not only to their professions but also towards their families who needs their attention at most times. The demand to prioritise work, families, health and household seen to lead more conflicts (Sabron et al., 2017).

Another study done by Sabron and Hassim (2016) had shown that working multiple jobs led to many other negative impacts such as bad performance at work, work stress, a tendency on absentia and as severe as job termination due the said negative aftermath from being multiple jobholders. Additionally, the Public Services Department of Malaysia on the 6th of March 2014 had announced to all public service employees that no business-related activity can be done during official working hours (Public Service Department, 2014).

In comparison, the Korean women were delightful on being a dual-earner for their households and families on the ground that they were motivated to provide the necessity for the families. To achieve work and family balance, starting from the year 2015, they were allowed to opt for temporary employment either in public or private sectors chosen by working mothers (Won, 2016).

A comparison was made in the Norwegian context where most women received less income than men (Hauklien, 2013; Kitterod et al., 2013). Surprisingly, working as a part-timer was more significant with women whereby working full time/long hours was more significant with men (Kjeldstad and Nymoene, 2012). Ingstad and Hedlund (2017) stated that the public sectors offered flexibility on the well-being of their employees and household rather than the private sector hence, they were given the choices to join the public sectors, whether as a full-timer or vice versa. This shows a big difference between the public and private sectors approaches towards employees in Norway.

Studies had proved that women at a different range of age; between 18 to 55 years old more likely to work part-time than men (OECD, 2015; Statistics Norway, 2010; Yerkes, 2010). This had been their initiative in balancing both work and families; though the struggle and challenges remain high for them in juggling multiple roles (Morgan, 2013).

'Gaji Kehidupan Wajar' or the Living Wage

'Gaji kehidupan wajar' is in the Malay language which refers to the Malaysian acceptable living wage that provides a sufficient financial sustenance corresponding to the standard of living to Malaysian employees (Bank Negara Malaysia, 2018). To achieve sustainable living in a developing country, maintaining a growing family and avoiding financial burden, this kind of income is highly needed for all Malaysian employees (Selamah, Rohaiza and Wan Jamaliah, 2015).

The living wage can be the tool to review current salaries relevancies for Malaysian employees and develop actions on researching more deeply towards this implementation (Bank Negara Malaysia,

2018). The report added that the living wage can also be an instrument to potentially inform, challenge, and enhance policies to benefit the nation. If successfully adopted, the living wage could bring benefits to both employees and employers, with limited negative consequences on the economy, and might as well have positive impacts to Malaysian who currently works dual jobs within the monetary context. This relies on a few pre-requisites. The living wage estimates have to be representative and reasonable enough to guide employers towards paying fair wages to employees. It must also have to be accompanied by greater productivity, and this required a collective effort from employers, employees, civil societies, and the public sector.

Women Employment, Genderised Choice of Employment and Work-Life Balance

Women participation in the labour force in the second quarter of the year 2019 had seen a positive hike at more than 50 per cent compared to the year 2016; aged between 25 to 54 years old (Department of Statistics Malaysia, 2016). Additionally, the Department of Statistics, Malaysia also presented an increasing number of 23,000 for male and 49,000 for women joining the labour force compared to the first quarter of 2019 (Department of Statistics Malaysia, 2019).

Walsh (2016) stated that feminine and masculine were two different genders that in some ways comprises of both male and female characteristics. According to Peters et al. (2014), jobs significant with female involved around professional positions namely in accounting scope, journalism scope and general medical practitioner scope. Whereby female jobs often related to armed forces, manufacturing and construction sectors. Specifically in Malaysia, its women had joined the labour force particularly in administrative posts as well as higher positions based on academic attainments since the past years (Bakar, 2012). This had shown that women participation in the labour force were significantly important for Malaysian employment at large (Rokis, et al., 2019).

According to Noor and Mahudin (2016), the National Family Policy was one of the initiatives by the Malaysia government that was aligned with the Vision 2020 in offering various policies bound by the legislation to accommodate the Malaysian women in joining labour force while maintaining their well-being with the families at the same time. This shows Malaysia's effort in improving women's employment nationwide.

In term of work choice, a research finding by McGinn and Oh (2017) indicated that consistency in employment choices by women was much related to integrity. According to the Expectancy-Value Model of Achievement-Related Choices (Eccles, 2011), aim for success and task-goal achievement were among the factors that lead to women choices for work; hence joining the traditional fields. As further, Career Aspiration Scale (CAS) was developed in 1996 to identify how women aspired to be a leader and obtain academic development in their careers. Both educational and leadership aspirations were two main factors that lead to women choices of work (Kim et al., 2015).

It was a similar scenario for Malaysian women workers. They are seen more involved in traditional sectors such as teaching and cares, aiming for work-family life balance. According to Majid et al. (2015), most women workers in Malaysia were seen to experience positive development for both work-life and family-life. The income they received from working was very much helpful to accommodate the earnings by their spouse/husband in achieving sustainable living. Additionally, an increasing number of 55.3 per cent had joined in the labour force in the second quarter of 2018 compared to 55.1 per cent in the first

quarter of 2018 (Department of Statistics Malaysia, 2018). As further, women were seen to be significant with part-time jobs rather than full-time jobs where long working hours had been a dominant part for men (Kjeldstad and Nymoer, 2012).

Previous reviews and discussions highlighted the work-life balance as a prominent issue globally. The term was believed has a close related element between work and non-work spheres (Gregory and Milner, 2009). Work spheres were defined as a kind of works whereby an individual worker has a certain official position by her/his employers and receives payment for the job he/she is assigned to (Ibrahim, 2013). While the non-work was defined as a cycle apart from official paid employment that involved obligations towards attending families and groups in societies; doing informal activities that bring enjoyment and closeness to enhance harmonious surroundings (ibid, 2013). Unfortunately, the relationship between work and non-work spheres has not been explained further.

According to Balaji (2014), there exist fair shares of advantages and disadvantages upon the health and well-being of multiple jobholders. In particular, between women with multiple roles and lesser, the women with multiple roles have high chances to experience deterioration in both physical and psychological health compared to the lesser one. Balaji (2014) also added most women have diverted their goal from what is important in life such as achieving work-life balance and realising the true essence of being a human being. This happened due to the eagerness on having the recognition by the society and desired to be in the higher class society. Additionally, an increasing number of works of literature that discuss work-life balance have promoted the importance of it to women and their households (Omara et al., 2016; Isa et al., 2018).

Jha (2019) stated that women often received high expectation from surroundings and ought to give excellent performance at work and at home; not forgetting the demands from society. Concurrently, women have to find their “me time” by doing sports, having a different kind of hobbies and many more to increase their self-esteem and refresh their spiritual well-being. Though, it was a challenging move because it was not a privilege for many women (Jha, 2019).

Matos (2015) stated that the struggle did not subside in managing multiple roles inside and outside the house. Women had undergone various roles that need their best attentions. According to Warokka and Febrilia (2015), women in the global world chose to join employment for two main reasons; climbing the career ladder or supplementing the family earnings. Respectively, women as dual earners were a competent figure in prioritising work-life and family-life. However, the work cycle had created roles conflict for women as a worker and homemaker. This kind of cultural creations had led to employer's hesitation to hire women employees and continuous doubts for existing employees on the various benchmark set up employers (Warokka and Febrilia, 2015).

Viewing on the flexible working issue in Malaysia, a study conducted by Choo et al. (2016) has indicated that flexibility in working schedule arrangements was a highly notable issue nationwide. Flexibility in the working arrangement can achieve a greater good not only for individual performance appraisal but also for the organisations at large. Additionally, this type of arrangement can boost employees' productivity at work and achieve spiritual enhancement within.

Work-Family Conflict

Boyd, Sliter and Chatfield (2015) stated that being multiple jobholders related deeply with work-family due to the reason of feeling stress in the workplace with the burden of having multiple roles, and at the same time compromise the well-being aspect of life. This leads to never-ending work-family conflict for multiple jobs worker.

Viewing on studies done in Malaysia by Isa et al. (2018) towards teachers in a selected school, the research findings indicated that overloading in multiple roles, the stress in handling work and confliction in handling roles were among the factors contributed to work-family conflict. Another study done from the Malaysian context was by Omara et al. (2016) that was carried out towards respondents from Malaysian Statutory Body. The findings indicated that obligations to manage households and financial constraints were significantly related to work-family conflict. The endless demand by multiple roles inside and outside the offices leads to greater high conflict from time to time.

Hamid and Amin (2014) had researched the employees at three public universities in Malaysia namely the Universiti Teknologi Malaysia, Universiti Sains Malaysia and Universiti Kebangsaan Malaysia. The research had found that most academics were continuously struggling to manage work and their families. Feeling stress at the workplace led to the arising conflict at home which resulted in a more negative impact to themselves and close circle. According to Nixon et al., (2011), deterioration in maintaining health condition among employees were very much related with feeling stress at workplace, long working hours, burdens in workloads and multiple roles conflicts between work and families.

CONCLUSION

The purpose of this article is to bring in the latest discussion of 'working dual jobs' among workers particularly concerning women. The writing of this article may ignite further deliberation on the subject matter. This article selects specific terms and concepts related to working dual jobs. The choice of the literature spans around 10-year period only. The article arranges the explanation specifically to particular situations whereby a person has a dual or multiple jobs; who may face a conflict of real jobs against part-time jobs; with the expectation of having 'gaji kehidupan wajar' (the living wage). In a very specific situation, this article elaborates the experiences of women working in the employment; the genderised issues which they have to experience; the balancing act between domestic work and career; as well as the conflict they have to face the work and family issues. Women workers, in particular, have a real struggle in balancing work-family conflict. This situation is further enhanced with their involvement in working dual jobs. The issue of balancing the struggle is unquestionably real.

This article also highlights the current concern within society and organisations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance, and women's role in society deriving from working dual jobs.

The article hopes to achieve its purpose of writing, that is, to provide the most contemporary supply of literature reviews on working dual jobs among workers. It is hoped that from this short yet specific selection of reviews on 'working dual jobs' terms and concepts will bring forward the discussions to the next level. Working dual jobs have huge impacts on a person's socio-financial wellbeing. Specifically, in

Malaysia, the research recommends that more research is to be conducted on 'gaji kehidupan wajar' (the living wage) for a comfortable livelihood depends on a well-balanced life.

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