

Completion Report

Affiliation : Universiti Malaysia Terengganu

Name : Nik Hazimah Nik Mat

Many countries in the world are still searching for an effective way to reduce gender inequality in the society. In Japan, many initiatives have been undertaken by the Japanese government to find the best solution for the issue, however the question remains on the effectiveness of those efforts to bridge the gender gap between working fathers and working mothers. To get closer to this issue, this research is conducted to answer three main research objectives: i. To explore challenges and satisfaction of working father regarding life, ii. To explore challenges and satisfaction of working father regarding work, iii. To examine men's awareness of gender equality in Japan and Malaysia. The main focus of the investigation is on the perspectives of working fathers in performing their work and non-work roles. Having to compare the perspectives of working fathers in two countries namely Japan and Malaysia provide insights in understanding the influence of contextual factors on the perception and action of the people regarding gender equality. This research employed qualitative methodology where the research data was interpreted based on Work/Family Border Theory which assisted in providing answers for the issue. The temporal, physical and psychological parameters are appropriate to explain the perception of working fathers about their life and works, particularly in regards to discussing challenges and satisfaction. Findings revealed differences in terms of challenges and satisfaction about life and work of working fathers between Japan and Malaysia. Responses from working fathers in Japan suggest the emphasis on physical dimension which can be described in terms of arrangement, structure or family system as the main factor to influence the challenges to perform their role. On the other hand, a different view from Malaysian respondents is associated with the psychological consideration which is viewed as appropriate and accepted behavior in the society. In this research, culture is significantly influential in the work-life perception and individual behaviors. The implication of this research is discussed in terms of the availability of resources for the intervention efforts to be developed. Clearly, navigating a new norm requires more than the concept and idea, but the acceptance of the whole society to change from the traditional notion to the new value.

Publication of the Results of Research Project:

Verbal Presentation (Date, Venue, Name of Conference, Title of Presentation, Presenter, etc.)

3rd – 5th December 2021

Universiti Sains Malaysia, Penang

The 14th Asian Academy of Management International Virtual Conference 2021

Working Mother vs Working Father: Are we equal?

Nik Hazimah Nik Mat

Thesis (Name of Journal and its Date, Title and Author of Thesis, etc.)

1. Journal publication – Global Business and Management Research: An international Journal. Submitted on December, 2021. Working Mother vs Working Father: Are we equal?, Nik Hazimah Nik Mat, Roswati Abdul Rashid, Nor Fatimah Che Sulaiman, Zaharul Nizal Zabidi & Masutani Satoshi. (Status: Under review).
2. Journal publication – Contemporary Islam. Religious understanding and gender role perceptions: Insights from Malaysia. Submitted on March, 2022. Nik Hazimah Nik Mat, Zaharul Nizal Zabidi, Nor Fatimah Che Sulaiman, Roswati Abdul Rashid & Masutani Satoshi. (Status: Under review).

Book (Publisher and Date of the Book, Title and Author of the Book, etc.)

3. Penerbit UMT (Universiti Malaysia Terengganu). Submitted on March, 2022. The Movement Towards Gender Equality: Some Insights Into Fathering Japan Concept, Nik Hazimah Nik Mat, Zaharul Nizal Zabidi, Roswati Abdul Rashid, Nor Fatimah Che Sulaiman & Masutani Satoshi. (Status: Under review).