

**INTERROLE CONFLICT AMONG EMPLOYED MARRIED WOMEN:
IMPLICATIONS ON FAMILY-FRIENDLY POLICIES. Aminah Ahmad.**

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Employed married women are increasingly concerned about the interrole conflict experienced in fulfilling the dual demands and responsibilities of work and family roles.

This study examined the interrole conflict among employed married Malaysian women with at least one child, and the relationship between conflict and satisfaction with childcare arrangements. The intention to continue working upon having another child was also studied. The respondents included 239 married female factory line-operators in five selected industrial areas in the states of Selangor and Negeri Sembilan. Data were gathered through face-to-face interviews. The study found that the operators experienced conflict between work and family roles and the intensity of conflict experienced was negatively related to satisfaction with childcare arrangements. Only one-third of the operators indicated that they intended to continue working upon having another child considering the rising cost of childcare services. The findings imply the need for family-friendly policies to ease work-family conflict.