

REFERENCES

- 'Adawiyah Ismail. 2011. *Pembentukan Keluarga Berkualiti dalam kalangan Wanita Berkerjaya Menurut Islam: Kajian Kes di Putrajaya*. (Tesis Doktor Falsafah). USM, Pulau Pinang.
- 'Abd al-Muta'ali Muhammad al-Jabari. n.d. *al-Mar'ah fi al-Tasawwur al-Islami*. Vol. 2: p. 35 Kaherah: Maktabah Wahbah.
- Abdul Karim Zaidan and Bahrudin Fahnnani. 1999. "Al-Mufasssal Fi Ahkam al-Marati Wa al-Baiti al-Muslim". *Hukum Islam Ensiklopedia*, Vol. 3. Jakarta: Robbabi Press.
- Abdul Karim Zaidan. 2000. *Al-Mufasssal Fi Ahkam al-Marati Wa al-Baiti al-Muslim*. Beirut: al-Resalah Publishers, Juzuk.4.
- Abdullah Abdul Rahman ibnu Salih Ali Bassam. 1978. *Taisir al-'Alam Syarhu 'Umdat al-Ahkam*. Makkah al-Mukarramah: Maktabah wa Matba'ah al-Nahdhah al-Hadithah.
- Abdullah, K., Noor, N. M., & Wok, S. 2008. "The perceptions of women's roles and progress: A study of Malay women". *Journal of Social Indicators Research*. Vol. 89. (3): pp. 439-455.
- Abdulmalik Abdulkarim Amrullah@Hamka. n.d. *Tafsir al-Azhar*. Singapura: Pustaka Nasional.
- Abu Bakar, N. R. H. 2012. "Malaysian women in management". *Malaysia Journal of Society and Space*. Vol. 8. (4): pp. 12-20.
- Abu Syuqqah, Abdul Halim Muahmmad. 2002. *Tahriru al-Mar'ah fi 'Usri al-Risalah*. Kuwait: Dar al-Kalam.
- Afzalur Rahman, & Zaleha Ahmad. 1993. "Sirah Peranan Wanita Islam". *Ensiklopedia* Jld.IV. Kuala Lumpur: Dewan Bahasa dan Pustaka.

Ahmad Muhammad, Nur Husni Fatin Alimuddin & Amin Muhammad Husni. 2021. "Masalah Kekeluargaan-Isteri yang Bekerja dan Penyelesaiannya Bersandarkan kepada Maqasid Shariah". *Journal of Education and Social Sciences*. Vol. 17. (1): p. 154.

Ahmad Shalaby. 2001. *Kehidupan Sosial Dalam Pemikiran Islam*. Singapura: Pustaka Nasional.

Ahmad Shamsul Abd Aziz. 2005. "Gangguan Seksual Menurut Undang-undang Malaysia dan Perspektif Islam". *Ulum Syariah*. Vo. 4. (1): pp. 17-40.

Ahmed S., and Maitra P. 2011. "A Distributional Analysis of the Gender Wage Gap in Bangladesh". (Discussion Paper). Monash University Business and Economics. pp. 12-35.

Al-Buty, Muhammad Sa'ied Ramadan. 1996. *Al-Mar'ah Baina Thu'yan an-Nizham al-Gharbiy Wa Lathoifi al-Tasyri' al-Rabbani*. Damsyik: Dar al-Fikr.

Al-Haithami, Ibnu Hajar. 1983. *Al-Fatāwā al-Kubrā al-Fiqhiyyah*. Beirut: Dār al-Kutub al-'Ilmiyyah.

Al-Khin, Mustofa, al-Bugha, Mustofa, & Ali Asy Syarbaji. 2008. *Kitab Fekah Mazhab Syafie*. (Terjemah oleh Ridzuan Hashim, & Juanda Jaya et al. Kuala Lumpur: Pustaka Salam.

Al-Khin, Mustofa, al-Bugho, Mustofa, & Ali Asy-Syarbaji. 2005. (Terjemahan) *Fiqhu al-Manhaji*. Jld.8. Kuala Lumpur: Pustaka Salam.

Al-Qardawi Yusof. 1996. *Markaz al-Mar'ah fi al-Hayah al-Islāmiyyah*. Kaherah: Maktabah Wahbah.

Al-Qardawi, Yusof. 1995. "*Fatwa Masa Kini*". Kuala Lumpur: Pustaka Salam Sdn Bhd.

Al-Qardawi, Yusof. 1997. *Min Fiqhu Daulah Fi al-Islam*. Kaherah: Dar As-Syuruk.

Al-Qardawi, Yusof. 1999. *Malamih al-Mujtamaj al-Muslim Allazi Nansyuduhu (Anatomi Masyarakat Islam)*. (Terjemah Oleh Setiawan Budi Utomo). Jakarta Timur: Pustaka al-Kautsar.

Al-Qardawi, Yusof. 2002. *Min Fiqhu Daulah Fi al-Islam*, (terjemahan: Arsil Ibrahim). Kuala Lumpur: ABIM. p. 264.

Al-Qur'an.

Al-Qurtubi, Abi Abdullah Muhammad bin Ahmad al-Ansari. 1967. *Al-Jami' Li ahkam al-Quran*. Vol. 3. (20). Mesir: Dar al-Kutub.

Al-Siba'i, Mustafa. 1963. *Al-Mar'ah Bayna al-Fiqh Wa al-Qanun*. Beirut: al-Maktabah al-Islami.

Al-Zarqa, Mustafa Ahmad. 1999. *Fatāwā Mustafa al-Zarqa*. Damsyik: Dār al-Qalam.

Al-Zuhaili, Wahbah. 2008. *Al-Fiqhu al-Islami wa Adillatuhu*. Damsyik: Dar al-Fikr.

Amaratunga, D., Haigh, R., Ginige, K., & Thurairajah, N. 2008. "Construction women leader". *Worktribe*. <http://usir.salford.ac.uk/10016/1/women_in_con_bro.pdf>. accessed: 1 June 2014.

Anderson, A. N. 2007. *Investigating career barriers of women of color in the 21st century*. (Doctoral Dissertation). University of Capella.

Angeline Teng. 2013. *Career & Family, The Art of having It All*. Selangor: True Wealth Sdn Bhd.

Arham, A. F., Norizan, N. S., Ridzuan, A. R., Alwi, S. N. N. N. S., & Arham, A. F. 2019. "Work – Life Conflicts among Women in Malaysia: A Preliminary Study". *International Journal of Academic Research in Business and Social Sciences*. Vol. 9. (9): pp. 614-623.

At-Tirmizi. Al-Fitan. Juz'. 4: #2188

Austin, R. 2000. "Bad for Business": Contextual Analysis, Race Discrimination, and Fast Food". *The John Marshall Law Review*. Vol. 34. (1): p. 207.

Azalea Anuar. "More female graduates, but less female workers". *The Malaysian Reserve*. <<https://themalaysianreserve.com/2022/11/15/more-female-graduates-but-less-female-workers/>>. accessed: 15 November 2022.

Azizi Yahaya, and Tan Soo Yin. 2007. *Kesihatan Mental*. Skudai: Universiti Teknologi Malaysia.

Basri bin Ibrahim al-Hasani al-Azhari. 2009. *Isu-isu Fiqh Halal & Haram Semasa*. Jil.2. Selangor: al-Hidayah Publication.

Bird, J. n.d. "Work-Life Balance Defined". *WorkLifeBalance.com*. <<https://worklifebalance.com/work-lifebalance-defined/>>.

Bobbitt-Zeher, D. 2011. "Gender discrimination at work: connecting gender stereotypes, institutional policies and gender composition of the workplace". *Gender & Society*. Vol. 25. (6): pp. 764-786.

Bombuwela, P. M., and De Alwis, A. Chamaru. 2013. "Effects of glass ceiling on women career development in private sector organisations: Case of Sri Lanka." *Journal of Competitiveness*. Vol. 5. (2). pp: 3-19.

Bosak, J., & Sczesny, S. 2011. "Gender Bias in Leader Selection? Evidence from a Hiring Simulation Study". *Sex Roles*. Vol. 65: pp. 234-242.

Boushey, H., & Wright, J. 2004. "Working moms and child care". *ResearchGate*. <https://www.researchgate.net/publication/237553521_Working_Moms_and_Child_Care>. accessed: 5 May 2004.

Burke, R. J., & McKeen, C. A. 1994. "Training and Development Activities and Career Success of Managerial and Professional Women". *Journal of Management Development*. Vol. 13. (5): pp. 53-63.

Burke, R. J., Koyuncu, M., & Fiksenbaum, L. 2006. "Organisational practices supporting women's career advancement and their satisfaction and well-being in Turkey". *Women In Management Review*. Vol. 21. (8): pp. 610– 624.

Catalyst. "Women CEOs of the S and P 500 companies". *New work*. <<http://www.catalyst.org/knowledge/women-ceos-sp-500/>>. accessed: 8 April 2018.

Charles C. 1985. *Strategic Organizational Communication Cultures, Situations, and Adaption*. New York: Holt Reinhart.

Cheung, H. K., King, E., Lindsey, A., Membere, A., Markell, H. M., & Kilcullen, M. 2016. *Understanding and reducing workplace discrimination*. In *Research in personnel and human resources management*. pp. 101-152. Bingley, United Kingdom: Emerald Group Publishing Limited. <<https://doi.org/10.1108/S0742-730120160000034010>>

Chowdhury, A. R. 2013. "Low female labor force participation in Sri Lanka: Contributory factors, challenges and policy implications". (Paper). *Discussion Paper Series of South Asia Region Human Development Sector*. The World Bank. Vol. 68. January.

Colley, H. 2002. "A 'rough guide' to the history of mentoring from a Marxist feminist perspective". *Journal for Education for Teaching*. Vol. 28. (3): pp. 257-273.

Coltrane, S. 2004. *Fathering: Paradoxes, contradictions, and dilemmas*. In *Handbook of contemporary families: Considering the past, contemplating the future*. Edited by Marilyn Coleman and Lawrence Ganong. Thousand Oaks, CA: Sage.

Creswell, J. W. 2008. *Educational research: Planning, conducting, and evaluating quantitative and qualitative research (3rd ed.)*. Upper Saddle Creek, NJ: Pearson.

Dinour, L. M., & Szaro, J. M. 2017. "Employer-based programs to support breastfeeding among working mothers: a systematic review". *Breastfeeding Medicine*. Vol. 12. (3): pp. 131-141.

Domenico, D. M. & Jones, K. H. 2006. "Career Aspirations of Women in the 20th Century". *Journal of Career and Technical Education*. Vol. 22. (2).

Eagly, A. H., and Carli, L. L. 2003. "The female leadership advantage: An evaluation of the evidence". *The Leadership Quarterly*. Vol. (14): pp. 807-834.

Ehrich, C. L. 1995. "Professional Mentorship for Women Educators in Government Schools". *Journal of Educational Administration*. Vol. 33. (2): pp. 69-83.

Eisenhardt, K. M. 1989. "Building theories from case study research". *Academy of Management Review*. Vol. 14. (4): pp. 532-50.

Ezzedeen, S. R., & Ritchey, K. G. 2009. "Career Advancement and Family Balance Strategies of Executive Women". *Gender in Management: An International Journal*. Vol. 24. (6): pp. 388-411.

Faisal Othman. 1993. *Kedudukan dan Peranan Wanita Dalam Islam*. Kuala Lumpur: Utusan Publication.

Farmer, H. S. 1987. "A Multivariate Model for Explaining Gender Differences in Career and Achievement Motivation". *Educational Researcher*. Vol. 16. (2):pp. 5-9.

Fatimah Abdullah. 1985. "Wanita dan Pekerjaan: Satu Analisis Konflik Peranan (Women and Work: An Analysis of Role Conflict)". *Women's Studies, Malay Women*. Akademika 27. Universiti Malaya. pp. 77-93.

Fatimah binti Ali. 1996. "Pandangan Islam Terhadap Wanita Bekerja," *Jurnal Usuluddin*. Kuala Lumpur: Penerbit Universiti Malaya. No. 3. pp. 157-190.

Faudziah Yusof dan Nor Ba' Yah Abdul Kadir. 2012. "Kepuasan Kerja, Tret Optimistik, Keadilan Organisasi dan Hubungannya dengan Prestasi Kerja". *Jurnal Kemanusiaan*. Vol. 19. pp. 69-82.

Fernando, Nirodha Gayani, Dilanthi Amaratunga, & Richard Haigh. 2014. "The career advancement of the professional women in the UK construction industry: The career success factors". *Journal of Engineering, Design and Technology*. Vol. 12. (1): pp. 53-70.

Gadut, N. 2006. *Pandangan Islam Terhadap Pencapan Wanita dalam Memahami Kedudukan Wanita Berjaya dari Perspektif Islam*, (ed) Siti Fatimah Abdul Rahman. Selangor: MPH Group Publishing Sdn. Bhd.

Goodman, S. H., Fandt, P. M., Michlitsch, J. F., & Lewis, P. S. 2007. *Management: Challenges For Tomorrow's Leaders*. United States, U.S: South-Western Cengage Learnin.

Hamdan Abd. Kadir. 2009. *Kaunseling di tempat Kerja*. Skudai: Penerbit UTM PRESS.

Hammond, W.P, Gillen, M., & Yen, I.H. 2010. "Workplace Discrimination and Depressive Symptoms: A Study of Multi-Ethnic Hospital Employees". *Race Soc Probl*. Vol. 2. (1): pp. 19-30.

Hamzah, N., Mustari, M. I., & Basiron, B. 2014. "Faktor Sokongan Individu Terhadap Kecemerlangan Wanita Bekerjaya dan Berumah Tangga". *Jurnal Teknologi*. Vol. 67. (1): pp. 5-16.

Hasani D. R., Jugindar S. K. S., Thilageswary A., & Janitha K. 2021. "Exploring the Challenges Faced by Working Mothers and the Perceived Factors to Retain them in the Private Education Sector". *International Journal of Human Resource Studies*. Vol. 11. (2). pp. 17-25.

Hasni Mohd Ali. 2003. *Kefahaman Kakitangan Muslim Terhadap Kebebasan Wanita Dari Aspek Kerjaya: Kajian di Jabatan Audit Negara Putrajaya, Wilayah Persekutuan*. (Tesis Sarjana). Universiti Malaya.

Heilman, M, Block R., Martell, F. and Simon, C. 1989. "Has Anything Changed? Current Characterizations of Men, Women and Managers". *Journal of Applied Psychology*. Vol. 74. (6): pp. 935-942.

Hein, C., & Cassirer, N. 2010. *Workplace solutions for child-care*. Geneva, Switzerland: International Labour Office.

Hopkins, M. M., O'Neill, D. A., & Bilimoria, D. 2006. "Effective Leadership and Successful Career Advancement: Perspective from Women in Healthcare". *Equal Opportunities International*. Vol. 25. pp. 251-271.

Hui L.T. 2014. *A Study of The Barriers To Malaysian Women Career Advancement*. (Master Thesis). Universiti Tunku Abdul Rahman.

Hunt, D. S., and Morgan M. R. 1994. "Organizational Commitment: One of Many Commitments or Key Mediating Construct?". *The Academy of Management Journal*. Vol. 37. (6): pp. 1568-1587.

Hussin, H., Tuah, S. N. A., Naseri, R. N. N., Shariff, S., Mohammad, N., & Zamri, N. A. K. 2021. "Decisive Factors of "Glass Ceiling" on Women Career Development in Malaysia". *International Journal of Academic Research in Business and Social Sciences*. Vol. 11. (1): pp. 269-285.

Ibn Hājar al-‘Asqalanī. n.d. *Al-Isabah fī Tamyīzi al-Sahābah*. Kāherah: al-Halabī.

Ibn Ḥazm. 1970. *al-Muḥallā*. Mesir: Maṭba‘ah al-Jumhūriyyah.

Indeed Editorial Team. 2022. "Glass ceiling definition and how to break it in the workplace". *Indeed.com UK*. <<https://uk.indeed.com/career-advice/career-development/glass-ceiling-definition>>. accessed: 1 October 2022.

Indra, D.S., Tanusia, A. & Abu Baker Almintisir. 2013. "Barriers to Women Manager's Career Progression in Malaysian Government Link Companies (GLCs)". *Australian Journal of Basic and Applied Sciences*. Vol.7 (2): pp. 248 – 256.

International Labour Organization. 2017. *World employment social outlook: Trend for women 2017*. Geneva: International Labour Office.

International Labour Organization. 2019. *World employment social outlook: Trend 2019*. Geneva: International Labour Office.

International Labour Organization. 2022. *Female Labour Force Among 10 ASEAN Countries: 2021*. Geneva: United Nations.

Jacobs, J. Raising the participation of women in the workforce. The Edge Malaysia. <https://www.pwc.com/my/en/assets/press/120827-pauline_ho-theedgemerdeka-special.pdf>. accessed: 28 February 2013.

Jayabalan, P. "Retaining women employees: Employers need to be flexible. *The Star*. <https://mystarjob.com/articles/story.aspx?file=/2013/3/23/mystarjob_careerguide/12822832&sec=mystarjob_careerguide>. accessed: 22 February 2014.

Johnstone, D. "14 Powerful steps to achieve career advancement". *Lifhack*. <<https://www.lifhack.org/870683/career-advancement>>. accessed: 26 September 2022.

Kamarul Azmi Jasmi & Siti Fauziyani Md. Saleh @ Masrom. 2007. *Pendidikan dan Pembangunan Keluarga Cemerlang*. Skudai: Universiti Teknologi Malaysia.

Kanter, R.M. 1977. *Work and family in the U.S. A critical review and agenda for research and policy*. New York: Russell Sage.

Kartina Abdul Latif. "Tackling pay equity for Malaysia Madani". *The Star*. <<https://www.thestar.com.my/business/business-news/2023/02/16/tackling-pay-equity-for-malaysia-madani>>. accessed: 16 February 2023.

Kelly, R. M., & Marin, A. J. D. 1998. "Position power and women's career advancement". *Women in Management Review*. Vol. 13. (2): pp. 53-66.

Khadijah, N., Shahibudin, I., & Umami Naiemah, S. 2015. "Developing a Conceptual Framework for Measuring Women Career Advancement". (Paper). In *Conference on Business Management Research II (CBMR II 2015)*. School of Business Management, Universiti Utara Malaysia Kedah, Malaysia, 22 December 2015. (pp. 141-153).

Klonoff, Elizabeth A, Landrine, Hope, & Ullman, Jodie B. 1999. "Racial discrimination and psychiatric symptoms among Blacks". *Cultural Diversity and Ethnic Minority Psychology*. Vol. 5. (4): pp. 329-339.

Knörr, H. 2005. "Factors that Contribute to Women's Career Development in Organizations: A Review of the Literature". pp. 38-45. <<https://eric.ed.gov/?id=ED492334>>. accessed: 14 July 2017.

Krishna M., Nik Mohamad Zaki N.S., Loh C. T., Lai P. L., & Diong M. Y. 2022. "Gender Inequality Affecting Women's Career Progression in Malaysia". *Journal of International Women's Studies*. Vol. 23. (1): pp. 310-332.

Kvale, S. 1996. *Interview Views: An Introduction to Qualitative Research Interviewing*. Thousand Oaks, CA: Sage Publications.

Lim, Y. M., Tan L. P., & Chan, B. Y. F. 2013. "A study on women career advancement in Malaysia". *Journal of Human and Social Science Research*. Vol. 2. (1): pp. 21-34.

Liu, Q. 2012. "Unemployment and labor force participation in urban China". *China Economic Review*. Vol. 23. (1): pp. 18-33.

LPPKN. National Population and Family Development Board (NPFDB). 2016. *Report on Key Findings of the Fifth Malaysian Population and Family Survey (MPFS-5) 2014*.

Lunn, M. 2007. "Women academicians: Gender and career progression". *Jurnal Pendidikan*. Vol. 32.pp. 77-90.

M.Mutawalli al-Sya`rawi. 1991. *Tafsir Sya`rawi*. Vol. VI: p.5287 Cairo: Akhbar al-Yaum.

Makheran Asarona, Buerah Tunggak, Khalim Zainal & Jainabee Kassim. 2013. "Pengurusan Kerja Rumah dalam Kalangan Guru di Malaysia". *Jurnal Teknologi*. Vol. 62. (1): pp 1–6.

Mallon, M., & Cassell, C. 1999. "What do women want? : The perceived development needs of women managers". *Journal of Management Development*. Vol. 18. (2): pp. 137-152.

Mathis, R.L. and Jackson, J.H. 2000. *Human Resource Management*. South Western Collage Publishing, Ohio.

Maznah Abdul Jalil. 2006. *Wanita Berjaya dan rakan Setugas Lelaki*. Dlm. Siti Fatimah Abdul Rahman. *Memahami Kedudukan Wanita Berjaya dari Perspektif Islam*. Selangor: MPH Group Publishing Sdn Bhd.

McCullough, Laura. 2011. "Women's leadership in science, technology, engineering & mathematics: barriers to participation." Forum on Public Policy: A Journal of the Oxford Round Table, summer 2011. *Gale Academic OneFile*. link.gale.com/apps/doc/A317588357/AONE?u=anon~3905fbc6&sid=googleScholar&xid=b00dd889. accessed: 30 July 2023.

McKay, D. R. "A simple guide to career advancement". <LiveAbout.
<https://www.liveabout.com/advancement-525653>>. accessed: 9 June 2018.

McKelway, M. "Women's self-efficacy and women's employment: Experimental evidence from India".
<http://barrett.dyson.cornell.edu/NEUDC/paper_571.pdf>. accessed: 8 October 2018.

Merriam, S., 2009. *Qualitative research: A guide to design and implementation*. San Francisco, CA: Jossey- Bass.

Metz, I. 2017. "Advancing the careers of women with children". *Career Development International*. Vol. 10. (3): pp. 228–245.

Michelle Lunn. 2007. "Women Academicians: Gender and Career Progression". *Jurnal Pendidikan*. Vol. (32): pp. 77-90.

Ministry of Human Resources. 2008. Employment Act & Labour Ordinance.<
<<https://www.mohr.gov.my/index.php/en/resource/acts-roles-and-policy>>.

Mirowsky, J. 2003. *Education, Social Status, and Health*. 1st Edition. New York: Routledge.

Mishra, J., Smith, H., & Battle, K. 2013. "Discrimination in the workplace". *Advances in Management*. Vol. 6. (2).
<<https://ideas.repec.org/a/mgn/journal/v6y2013i2a1.html>>

Mohamad Ali Qutb. 1982. "Bai'ah al-nisa' Linnabi". p.96.

Mohd Hamid, N., & Khaulah, A.Q.D. 1994. *Tarbiyatul al-Atfal fi Rihabil Islam fi al-Baiti wa al-Raudah*. Maktabah al-Sawadi li al-Tauzi, Jeddah.

Mohd Nor Aizat Othman. 2012. "Diskriminasi dalam Pasaran Buruh: Kajian Kes di Sektor Swasta". *Prosiding Perkem VII*. Jilid 2: pp. 922 – 932.

Moilanen, S., May, V., Räikkönen, E., Sevón, E., & Laakso, M.-L. 2016. "Mothers' non-standard working and childcare-related challenges: A comparison between lone and coupled mothers". *International Journal of Sociology and Social Policy*. Vol. 36. (1/2): pp. 36-52. <<https://doi.org/10.1108/IJSSP-11-2014-0094>>.

Muhammad Ali al-Bar. 1984. "*Amal al-Mar'ah fî Nizam al-Saūdiyah*". n.d:d.p.

Muhammad Bakar Ismail. 2008. *Al-Fiqh Al-Wadih (Fiqah Lengkap)*. (Terjemah M.Yusof Sinaga, Suhendri Irandi, Hasanuddin Dolah dan Muhammad Zuhirsyam). Vol. 1. Selangor: Berlian Publications Sdn Bhd.

Muhammad Uqlah. 1989. *Nizom al-Usrah fi al-Islam*. Amman: Maktabah al-Risalah al-Hadithah.

New Straits Times, '938 Nurseries, 747 Childcare Centres Not Registered Nationwide' (Kuala Lumpur, 2 August 2016). accessed: 1 July 2019.

Nik Safiah Karim. 2006. *Pencapaian Wanita Malaysia. Dalam Siti Fatimah Abdul Rahman. Memahami Kedudukan Wanita Berjaya dari Perspektif Islam*. pp.7-17. Selangor: MPH Group Publishing Sdn Bhd.

Nina Muslim. "Ekonomi Beransur Pulih, Malangnya Jumlah Tenaga Kerja Wanita Merosot". *BERNAMA*. <https://www.bernama.com/bm/b_fokus/news.php?id=2098568>.accessed: 7 August 2022.

Noorazeela Zainol Abidin, Rahmah Ismail, & Noorasiah Sulaiman. 2016. "Pengasingan Pekerjaan dan Perbezaan Upah Jantina di Malaysia". *Jurnal Ekonomi Malaysia*. Vol. 50. (1): pp. 53- 66.

Normadiah Daud, Zuliza Mohd Kusrin, Salasiah Hanin Hamjah & Anwar Fakhri Omar. 2012. "Penyusuan dan Bank Susu Menurut Islam". *Islamiyyat Jurnal Antarabangsa Pengajian Islam*. Fakulti Pengajian Islam Universiti Kebangsaan Malaysia. Vol. 34. pp. 107-118.

Nur al-Dīn c Atir. 1978. *Madha an al-Mar'ah*. Beirūt: Dār al-Fikr.

Nurasmiza Md Isa, Rabeatul Husna A.R., & Salwa A.P. 2020. "Hubungan Antara Diskriminasi Jantina Dengan Niat Pekerja Wanita Untuk Kekal Bekerja". *Jurnal Kemanusiaan*. Vol. 18. (2): pp. 91-101.

Nursyamsyul Syifa Mustapa, Khairunneezam Mohd Noor, Mahazan Abdul Mutalib. 2018. "Why Can't We Have Both? A Discussion on Work-Life Balance and Women Career Advancement in Malaysia". *Journal of Asian Finance, Economics and Business*. Vol. 5 (3): pp. 103-112.

Nurul Nadia Abd Aziz, Noor Affeeda Ramli, Noor Khairunnisa Mat Yunus, Normilia Abd Wahid, & Maisarah Ishak. 2016. "Turnover intention and glass ceiling perceptions among female workers in IT industry in Malaysia". *International Journal of Multidisciplinary Research and Development*. Vol. 3. (4): pp. 250-254.

Nurul Naimah Rose & Mohd Yusri Mustafa. 2018. "Tekanan dalam kalangan Wanita Bekerja: Khidmat Bantu Kaunseling Menggunakan Konsep Teori Tekanan Lazarus dan Praktis Terapi Berfokus Solusi". *Asian Social Work Journal (ASWJ)*. Vol. 3. (1): pp. 28-34).
<kerja_Khidmat_Bantu_Kaunseling_menggunakan_Konsep_Teori_Tekanan_Lazarus_dan_Pr aktis_Terapi_Berfokus_Solusi>

Oakley, J. 2000. "Gender Based Barriers to Senior Management Positions: Understanding the Scarcity of Female CEOs". *Journal of Business Ethics*. Vol. 27: pp.321-334.

Omar Zin. "Jumlah pekerja wanita Malaysia masih rendah". *Utusan Malaysia*. <<https://www.utusan.com.my/berita/2022/08/jumlah-pekerja-wanita-malaysia-masih-rendah-pm/>>. accessed: 25 August 2022.

Omara, M. K., Ahmad, M. F., & Ismail, I. S. 2016. "Personal factor and work life conflicts-A study of Malaysian Statutory Body". *The European Proceedings of social and behavioral sciences, 3rd International Conference on Business and Economics*. 21 - 23 September. pp. 251-261.

Othman, A. 1993. "Legaliti Dan Legitimasi Dari Perspektif Politik Moden Dan Islam". *Jurnal Syariah*. Vol. 1. (1): pp. 42-55.

- Özer, G., & Günlük, M. 2010. "The effects of discrimination perception and job satisfaction on Turkish public accountants' turnover intention". *African Journal of Business Management*. Vol. 4. (8): pp. 1500-1509.
- Pager, D., & Western, B. 2012. "Identifying discrimination at work: The use of field experiments". *Journal of Social. Issues*. 68.
- Parasuraman, S., & Greenhaus, J. 1997. *Integrating work and family: challenges and coices for a chanfing world*. Westport, CT: Quorum Books.
- Parkins, I.S., Fishbein, H.D, & Ritchey, P.N. 2006. The Influence of Personality on Workplace Bullying and Discrimination. *Journal of Applied Social Psychology*. Vol. 36. (10): pp. 2554–2577.
- Patton, Wendy, & Mary McMahon. 2014. *Career Development and Systems Theory*. Rotterdam, Sense Publishers.
- Plickert, G., & Sterling, J. 2017. "Gender Still Matters: Effects of Workplace Discrimination on Employment Schedules of Young Professionals". *Laws*. Vol. 6. (4), 28. MDPI AG. <<http://dx.doi.org/10.3390/laws6040028>>.
- Powell, G. 2000. *The Glass Ceiling: Explaining the Good and Bad News in Davidson, M. and Burke, R. (eds) Women in Management: Current Research Issues*. Vol. 2. London: Sage
- Ragins, B. R., & Sundstrom, E. 1989. "Gender and power in organizations". *Psychological Bulletin*. Vol. 105. pp. 51-88.
- Ragins, B. R., Townsend, B., & Mattis, M. 1998. "Gender gap in the executive site." *Academy of Management Executive*. Vol. 12. (1): pp. 28-42.
- Rahmah Ismail, & Idris Jajri. 2012. "Gender Wage Differentials and Discrimination in Malaysian Labour Market". *World Applied Sciences Journal*. Vol. 19. (5): pp. 719-728.
- Rahmah Ismail, Chung K. W., & Nur Sabrina Mohd Palel. 2017. "Analysis of glass ceiling and sticky floor effects for gender wage gap in Malaysian labour market". *Jurnal Ekonomi Malaysia*. Vol. 51. (2): pp. 145-157.

Rahmah Ismail. 2009. "Gender wage differentials and discrimination in Malaysian labour market". *Paper presented at the EBES Conference*. 1-2 June. Istanbul, Turkey.

Regmi, K., Naidoo, J., & Regmi, S. 2009. "Understanding the effect of discrimination in the workplace". *Equal Opportunities International*. Vol. 28. (5): pp. 398-414.

Ridgeway, C., & England, P. 2007. "Sociological Approaches to Sex Discrimination in Employment". In F. J. Crosby, M. S. Stockdale, & S. Ann Ropp (Eds.), *Sex Discrimination in the Workplace* Blackwell.

Roffey, S. 2016. "Positive relationships at work". In *John Wiley & Sons, Ltd eBooks*. pp. 171-190. <<https://doi.org/10.1002/9781118977620.ch11>>.

Rosninah Abd. Azib. 2013. *Biografi Inspirasi Prof Muhaya Sejernih Sinar Mata mu*. Kuala Lumpur: As Sohwah Publication Sdn. Bhd.

Rumaya Juhari. 2006. *Penyesuaian Rumah Tangga Wanita Berjaya*. Dlm. Siti Fatimah Abdul Rahman. *Memahami Kedudukan Wanita Berjaya dari Perspektif Islam*. Selangor: MPH Group Publishing Sdn Bhd.

Sabiq, Sayyid. 1988. *Fiqh as-Sunnah*. 1st Ed. Beirut: Dar al-Kitab al-Araby.

Sahih al-Bukhari. *Kitab Ar-Riqaq*: Juz' 8: #6570

Sahih Bukhari. *Kitab al-Maghazi*. Juz' 3: #121.

Saudi Arabia. 2021. *Resolutions and Recommendations of the International Islamic Fiqh Academy*. (Second Issue).

Sayyid Sabiq. 1995. *Fiqh al-Sunnah*. Kaherah: Syarikat Manar al-Daulah al-Fathu li Ilami al-Arabi.

Shafezah Abdul Wahab. "Galas cabaran 'Seimbang Untuk Sejahtera". *BH Online*: <<https://www.bharian.com.my/rencana/komentar/2019/03/538580/galas-cabaranseimbang-untuk-sejahtera>>. accessed: 8 Mac 2019.

Shah, S. S. 2014. *The role of work-family enrichment in work-life balance & career success: a comparison of German & Indian managers*. (Doctoral dissertation). Ludwig-Maximilians-Universität.

Sharifah Hayaati Syed Ismail & Ilhamie Abdul Ghani Azmi. 2016. "Women Leadership in Islam: A Special Reference to Women's Involvement in Malaysian Public Sector". *Journal Excellence*. Vol. 1. (1): pp. 70-85.

Sharifah Hayaati Syed Ismail. 1993. "Penglibatan Wanita Dalam Politik Dari Kacamata Hukum". *Jurnal Syariah*. Vol. 1. (2): pp. 199-208.

Sharifah Hayaati Syed Ismail. 2002. "Kepimpinan Wanita Dalam Politik dari Perspektif Siyasah Syar'iyah". *Jurnal Syariah*. Vol. 10. (2): pp. 109-122.

Sharifah Hayaati Syed Ismail. 2004. Peranan Wanita Dalam Pemerintahan dan Kepimpinan Sesebuah Negara Islam. Dalam Abdul Monir Yacoob, Suzalie Mohamad. (Seminar Paper). *Konsep dan Peranan Ulil Amri Di Malaysia*. Kuala Lumpur: Institut Kefahaman Islam Malaysia (IKIM).

Sheila Ramzan. 2010. *Women Management*. (Master Thesis). Lulea University of Technology.

Simpson, R. 2004. "Career progress and career barriers: Women MBA graduates in Canada and the UK". <<http://vscheiner.brunel.ac.uk/bitstream/2438/3772/1/Career%20development%20international>>. accessed: 1 March 2013.

Siti Norhawa Mohd. Ali. "Diskriminasi wanita bertudung". *Utusan Malaysia*. <<http://www.utusan.com.my>>. accessed: 14 January 2018.

Siti Nur Husna Abd Rahman, Mohd Izhar Ariff Mohd Kashim & Muhammad Adnan Pitchan. 2017. "Peranan Wanita Dalam Institusi Kekeluargaan: Perbincangan dari Perspektif Islam". *e-Bangi: Journal of Social Sciences and Humanities*. Vol. 12. No.3: pp. 1-16.

Slan-Jerusalim, R., & Chen, C. P. 2009. "Work-Family Conflict and Career Development Theories: A Search for Helping Strategies". *Journal of Counseling and Development: JCD*. Vol. 87. (4): pp. 492-500.

Stalsburg, B. L. 2017. "Women Are Working More Than Ever—Inside The Home And Out". *Women Are Working More Than Ever Inside The Home And Out*. <https://www.huffingtonpost.com/brittany-l-stalsburg-phd/women-are-working-moreth_b_9878996.html>. accessed: 6 December 2017.

Statista Research. "Malaysia: students in public higher education institutions by gender". *Statista*. <<https://www.statista.com/statistics/794845/students-in-public-higher-education-institutions-by-gender-malaysia/>>. accessed: 9 November 2022.

Straub, C. 2007. "A comparative analysis of the use of work-life balance practices in Europe Do practices enhance females' career advancement?". *Women in Management Review*. Vol. 22. (4): pp. 289–304.

Subramaniam, I. D., & Arumugam, T. 2013. "What is preventing Malaysian women managers' career progression? ". *Journal of Basic & Applied Scientific Research*. Vol. 3.(5): pp. 286-296.

Sultana, A., & Zulkefli, N. E. B. M. 2013. Discrimination against Women in the Developing Countries: A Comparative Study. *International Journal of Social Science and Humanity*. pp. 256–259.

Sunan An-Nasai. *Kitab Alziynat min Al-sunan*. Juz' 6: #5293.

Swanson, J. L., & Woitke, M. B. 1997. "Theory Into Practice in Career Assessment for Women: Assessment and Interventions Regarding Perceived Career Barriers". *Journal of Career Assessment*. Vol. 5. (4): pp. 443-462.

Syafiqah Salim. 2021. "Women's participation in senior leadership in Malaysia reaches highest ever recorded level Grant Thornton report". *The Edge Malaysia*. <<https://theedgemaalaysia.com/article/womens-participation-senior-leadership%C2%A0-malaysia-reaches-highest%C2%A0ever-recorded-level-%E2%80%94grant>>. accessed: 8 Mac 2021.

Talent Corp. 2013. *Retaining Women in the Workplace*. Flexworklife.my.

TalentCorp & ACCA. 2013. *Retaining women in the workforce*. [Brochure]. Kuala Lumpur: Author.

The Department of Statistics Malaysia (DoSM). 2020. *Current Population Estimates*. < <https://www.dosm.gov.my/portal-main/release-content/current-population-estimates-malaysia-2020>>. accessed: 15 July 2020.

The Department of Statistics Malaysia (DoSM). 2022. *Graduates Statistics 2021* < <https://www.dosm.gov.my/uploads/publications/20221006103014.pdf> >.accessed: 27 July 2022.

The Department of Statistics Malaysia (DoSM). 2022. *Salaries & Wages Survey Report, Malaysia, 2021*. < <https://www.dosm.gov.my/portal-main/release-content/salaries-&-wages-survey-report-malaysia-2021>>. accessed: 4 October 2022.

The Department of Statistics Malaysia (DoSM). 2021. *Labour Force*. <<https://www.dosm.gov.my/portal-main/release-content/principal-statistics-of-labour-force-malaysia-fourth-quarter-q4-2020>>. accessed: 8 February 2021.

Tlaiss, H. 2015. "Neither-nor: career success of women in an Arab Middle Eastern context". *Employee Relations*. Vol. 37. (5): pp. 525–546.

Twomey, A. M., Linehan, M., & Walsh, J. S. 2002. "Career progression of young female accountants: evidence from the accountancy profession in Ireland". *Journal of European Industrial Training*. Vol. 26. (2/3/4): pp. 117-124.

Vase Ai. 2020. *Data: Voices of Malaysian Women on discrimination & Harassment in the workplace*. <<https://www.vase.ai/resources/blogs/voices-of-malaysian-women-on-discrimination-harassment-in-the-workplace-data>>.

WAO. 2020. More than 50% of Malaysian women experienced gender discrimination in the workplace. *Women's Aid Organisation*. <https://wao.org.my/more-than-50-of-malaysian-women-experienced-gender-discrimination-in-the-workplace/>>. accessed: 27 October 2020.

Watts, T. 2021. "Why Career Development Matters. Careers England: Promoting prosperity and social inclusion". <http://www.hillssip.com.au/Files/Uploads/File/Careers/Why%20Career%20Development%20Matters.pdf> accessed: 3 February 2021.

Wentling, R. M. 1996. "A study of the career development and aspirations of women in middle management". *Human Resource Development Quarterly*, Vol. 7. (3): pp. 253-270.

Willig, C. 2008. *Introducing Qualitative Research in Psychology*. Second Edition. Open University Press: McGraw-Hill Education.

Wilson, E.M. 1995. *Organizational Behaviour And Gender*. London: McGraw-Hill.

Winnie Simun, & Azizan Morshidi. 2016. "Diskriminasi Wanita Dalam Sektor Pekerjaan".

World Bank Group. 2012. "Malaysia Economic Monitor Report for November 2012: Unlocking women potential". <http://www.worldbank.org/en/news/feature/2012/11/29/mem-nov-2012-unlocking-womens-potential-keyfindings>, accessed: 25 February 2014.

World Bank Group. 2020. "Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate). *The World Bank*. <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>. accessed: 25 April 2023.

Yapp, R. 2018. "Working Women still do housework". *Daily Mail*. <http://www.dailymail.co.uk/news/article-206381/Working-women-housework.html>.

YekinniOjo, Bello, Bello Mercy Busayo, & Adeyemi Feyisade Charles. 2017. "Modelling the relationship between micro and macro factors and women career development in hotel industry." *International Journal of Business and Management Invention*. Vol. 6. (9): pp. 20-29.

Yin, R. 1994. *Case study research: Design and methods*. Thousand Oaks, CA: Sage Publication.

Zainab al-Ghazali. 2004. *Nasihat Untuk Wanita*. Kuala Lumpur: Jabatan Kemajuan Islam Malaysia.

Zaiton Othman, & Nooraini Othman. 2015. "A Literatural Review on Work Discrimination among Women Employees". *Asian Social Science*. Vol. 11. (4).

Zeichner, K. 1983. "Alternative paradigms of teacher education". *Journal of Teacher Education*. Vol. 34. (3): pp. 3-9.

