

APPENDIX A

Questionnaire Survey - English



QUESTIONNAIRE SURVEY

Dear Teachers

I am currently pursuing my Ph.D. at the Islamic Science University of Malaysia, specifically in Human Resource Management programme. I am developing a study on *"The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction among 'Hadiah Latihan Persekutuan' (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia"*. I believe the results will not only be value to the teachers but will also help the schools' administrators and Ministry of Education to identify and solve the problem regarding job satisfaction among the teachers.

Therefore, I would like to invite you to be part of this study by providing your valuable response towards this questionnaire. The survey will take approximately 15-20 minutes to complete. Your confidentiality and anonymity are assured. Please be informed that the use of this data will be limited to this research only, although the results may ultimately be presented in formats other than the thesis, such as journal articles or conference presentations.

I greatly appreciate your participation in this study. Thank you for your kind consideration and participation in this study. I genuinely appreciate your time.

Sincerely,

SAFARIL BIN MADON

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Faculty of Leadership Management

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Section A: Demography

Tick (✓) for every question below.

1. Gender

Male ☐

Female ☐

2. Marital Status

Single ☐

Married ☐

Divorced ☐

3. Age

25-30 years ☐

31-35 years ☐

36-40 years ☐

41-45 years ☐

>46 years ☐

4. Level of education

Master ☐

Ph.D ☐

5. Gred / Level

DG 41 ☐

DG 44 ☐

DG 48 ☐

DG 52 ☐

DG 54 ☐

6. Teaching experience

1 - 10 years ☐

11 - 20 years ☐

21 - 30 years ☐

> 30 years ☐

7. Previously working organization

Primary school ☐

Secondary school ☐

Matriculation ☐

IPG / IAB ☐

Ministry of Education ☐

8. Working spouse

Yes ☐

No ☐

9. Number of children

0 - 2 ☐

3 - 4 ☐

5 - 6 ☐

> 6 ☐

Section B: Lifelong Learning

Please read every option carefully and circle them accordingly to your choice that you have made. Likert Scale is used to state your opinion from “very strongly disagree” to “very strongly agree”.

1	2	3	4	5	6	7
Very strongly disagree	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Very strongly agree

Statements							
Goal							
What are your opinions on learning?							
Motivation							
	Very strongly disagree			Neutral			Very strongly agree
10. I learn because I can enjoy the hobbies and daily activities.	1	2	3	4	5	6	7
11. I learn because I can contribute to the society.	1	2	3	4	5	6	7
12. I learn because I can understand myself better.	1	2	3	4	5	6	7
13. I learn because I can help others.	1	2	3	4	5	6	7
14. I learn because I feel that I am a self - learner.	1	2	3	4	5	6	7
15. I learn because I love learning for its utmost importance.	1	2	3	4	5	6	7
Knowledge and Skills							
	Very strongly disagree			Neutral			Very strongly agree
16. I learn because I can improve my working skills to facilitate my work.	1	2	3	4	5	6	7
17. I learn because I can know what is happening around the world.	1	2	3	4	5	6	7
18. I learn because I can get along well with others.	1	2	3	4	5	6	7
19. I learn because I can relate something to my next generations.	1	2	3	4	5	6	7
20. I learn because I can enhance basic daily skills, namely reading, writing and counting.	1	2	3	4	5	6	7
21. I learnt because when I learn something new, I will try to focus in depth, rather than look it as an overall picture.	1	2	3	4	5	6	7
Career Development							
	Very strongly disagree			Neutral			Very strongly agree

22. I learn because I can obtain a degree or certificate for career development or getting a side income.	1	2	3	4	5	6	7
23. I learn because I am able to manage my career well.	1	2	3	4	5	6	7
24. I learn because for my personal and spiritual development.	1	2	3	4	5	6	7
25. I learn because for fun and enjoyment learning something new for my career development.	1	2	3	4	5	6	7
26. I learn because I prefer to have other plans on my learning.	1	2	3	4	5	6	7
27. I learn because I always think on my own learning and how to improve it.	1	2	3	4	5	6	7

Section C: Work and Family Enrichment

Please read every option carefully and circle them accordingly to your choice that you have made. Likert Scale is used to state your opinion from “**very strongly disagree**” to “**very strongly agree**”.

1	2	3	4	5	6	7
Very strongly disagree	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Very strongly agree

Statements							
Development							
My involvement in my work...	Very strongly disagree			Neutral			Very strongly agree
28. Helps me to understand different opinions and be a good member in the family.	1	2	3	4	5	6	7
29. Helps me to gain knowledge and be a good member in the family.	1	2	3	4	5	6	7
30. Helps me to acquire skills and be a good member in the family.	1	2	3	4	5	6	7
Affect							
My involvement in my work...	Very strongly disagree			Neutral			Very strongly agree
31. Puts me in a great mood and be a good member in the family.	1	2	3	4	5	6	7
32. Makes me happy, thus helping me be a good member in the family.	1	2	3	4	5	6	7
33. Making me a cheerful person and be a good member in the family.	1	2	3	4	5	6	7
Capital							
My involvement in my work...	Very strongly disagree			Neutral			Very strongly agree
34. Helps me to be a fulfilled person and be a good member in the family.	1	2	3	4	5	6	7
35. Provides me with a sense of accomplishment and this helps me be a better family member.	1	2	3	4	5	6	7
36. Provides me with a sense of success and this help me be a better family member.	1	2	3	4	5	6	7

Section D: Job Satisfaction

Please read every option carefully and circle them accordingly to your choice that you have made. Likert Scale is used to state your opinion from “**very strongly disagree**” to “**very strongly agree**”.

1	2	3	4	5	6	7
Very strongly disagree	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Very strongly agree

Statements							
Circle a number on each statement that provides the closest opinion to yours.							
	Very strongly disagree	Neutral			Very strongly agree		
Pay							
37. I feel that I am paid with the salary based on the work that I do.	1	2	3	4	5	6	7
38. Work promotions are fair and enough.	1	2	3	4	5	6	7
39. I feel appreciated by this organisation when I look at the payment that I get.	1	2	3	4	5	6	7
40. I am satisfied with the opportunity to get a better salary.	1	2	3	4	5	6	7
Job Promotion							
41. Opportunities for me to get a job promotion are high.	1	2	3	4	5	6	7
42. Whoever performs well in his or her job will get a better opportunity for a promotion.	1	2	3	4	5	6	7
43. Others will advance quickly to another section.	1	2	3	4	5	6	7
44. I am satisfied with the opportunities in job promotion.	1	2	3	4	5	6	7
Supervision							
45. My supervisor is very competent during work.	1	2	3	4	5	6	7
46. The supervisor is being fair to me.	1	2	3	4	5	6	7
47. My supervisor shows much interest in the feelings of his or her subordinates.	1	2	3	4	5	6	7

48. I like my supervisor.	1	2	3	4	5	6	7
Fringe Benefits	Very strongly disagree			Neutral			Very strongly agree
49. I am happy with the benefits that I get.	1	2	3	4	5	6	7
50. The benefits received is like the ones offered by other organisations.	1	2	3	4	5	6	7
51. The benefits package is fair.	1	2	3	4	5	6	7
52. There are other benefits that we do not have, of which we should have.	1	2	3	4	5	6	7
Contingent Rewards	Very strongly disagree			Neutral			Very strongly agree
53. When I do my job, I am rewarded with the right appreciation that I supposed to receive.	1	2	3	4	5	6	7
54. I feel that the job I do is appreciated.	1	2	3	4	5	6	7
55. There are a number of benefits to those who work here.	1	2	3	4	5	6	7
56. I feel that my efforts are at par with the benefits that I am supposed to receive.	1	2	3	4	5	6	7
Operating Conditions	Very strongly disagree			Neutral			Very strongly agree
57. Too many rules and work procedures making job easy to perform.	1	2	3	4	5	6	7
58. My efforts to do my job well are not halted by red tape.	1	2	3	4	5	6	7
59. I have lots of work that I need to attend to, at my workplace.	1	2	3	4	5	6	7
60. I have a lot of paperwork.	1	2	3	4	5	6	7
Co-workers	Very strongly disagree			Neutral			Very strongly agree
61. I like working with my colleagues.	1	2	3	4	5	6	7
62. I feel that I must work more efficiently because my other colleagues are competent.	1	2	3	4	5	6	7
63. I am happy with my working colleagues.	1	2	3	4	5	6	7
64. There are too little of bickering and fighting at work.	1	2	3	4	5	6	7

Nature of Work	Very strongly disagree			Neutral			Very strongly agree
65. I feel that my work is meaningful.	1	2	3	4	5	6	7
66. I like doing things that I do at work.	1	2	3	4	5	6	7
67. I am proud of doing my job.	1	2	3	4	5	6	7
68. My work is fun.	1	2	3	4	5	6	7
Communication	Very strongly disagree			Neutral			Very strongly agree
69. There is good communication in this organisation.	1	2	3	4	5	6	7
70. The goal for this organisation is clear to me.	1	2	3	4	5	6	7
71. I always feel that I know what is going on in the organisation.	1	2	3	4	5	6	7
72. My job task is fully explained.	1	2	3	4	5	6	7

END OF QUESTIONS

THANK YOU

APPENDIX B

Questionnaire Survey - Malay



SOALAN KAJI SELIDIK

Guru-guru yang disayangi,

Saya merupakan pelajar Ph.D yang sedang mengikuti pengajian di Universiti Sains Islam Malaysia, di bawah program Pembangunan Sumber Manusia. Saya sedang menjalankan satu penyelidikan yang bertajuk "*The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction among 'Hadiah Latihan Persekutuan' (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia*". Saya percaya, hasil atau keputusan daripada penyelidikan ini bukan hanya berharga untuk guru guru, bahkan boleh membantu pihak pengurusan sekolah dan Kementerian Pendidikan Malaysia untuk mengenal pasti dan menyelesaikan masalah yang berkaitan kepuasan kerja dikalangan guru-guru.

Sehubungan itu, saya amat berbesar hati menjemput guru-guru sekalian untuk turut sama menjawab soalan kaji selidik ini. Kaji selidik ini akan mengambil masa lebih kurang 15- 20 minit untuk dilengkapkan. Segala kerahsiaan dan keperibadian guru-guru akan dijamin terpelihara. Segala maklumat yang diperolehi daripada kaji selidik ini hanya akan digunakan untuk tujuan penyelidikan dan keputusan daripada hasil penyelidikan ini mungkin akan dipersenalahkan dalam bentuk penulisan yang lain seperti artikel jurnal ataupun pembentangan konferen.

Berbesarlah harapan saya dan setinggi-tinggi penghargaan diucapkan atas kesudian guru-guru untuk menjawab kaji selidik ini. Terima kasih diatas segala pertimbangan dan kesudian untuk turut serta di dalam penyelidikan ini. Seluruh masa yang diuangkan amat dihargai.

Ikhlas,

SAFARIL BIN MADON

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Bahagian A: Demografi

Tandakan (✓) pada setiap pernyataan di bawah.

1. Jantina

Lelaki ☐

Perempuan ☐

2. Status perkahwinan

Bujang ☐

Berkahwin ☐

Berceraai ☐

3. Umur

25-30 tahun ☐

31-35 tahun ☐

36-40 tahun ☐

41-45 tahun ☐

>46 tahun ☐

4. Tahap pendidikan

Master ☐

Ph.D ☐

5. Gred jawatan

DG 41 ☐

DG 44 ☐

DG 48 ☐

DG 52 ☐

DG 54 ☐

6. Pengalaman mengajar

1 - 10 tahun ☐

11 - 20 tahun ☐

21 - 30 tahun ☐

> 30 tahun ☐

7. Organisasi perkhidmatan sebelum ini

Sekolah rendah ☐

Sekolah menengah ☐

Matrikulasi ☐

IPG / IAB ☐

Kementerian/Jabatan pendidikan ☐

8. Pasangan bekerja

Ya ☐

Tidak ☐

9. Bilangan anak

0 - 2 ☐

3 - 4 ☐

5 - 6 ☐

> 6 ☐

Bahagian B: Pembelajaran Sepanjang Hayat

Sila baca setiap pernyataan dengan teliti dan bulatkan setiap pernyataan yang mewakili pilihan anda. Skala Likert digunakan untuk menentukan tahap persetujuan anda daripada “**sangat-sangat tidak bersetuju**” hingga ke “**sangat-sangat bersetuju**”.

1	2	3	4	5	6	7
Sangat-sangat tidak bersetuju	Sangat tidak setuju	Tidak bersetuju	Neutral	Setuju	Sangat bersetuju	Sangat-sangat bersetuju

Pernyataan								
Apakah pendapat anda tentang pembelajaran?								
Motivasi		Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
10. Saya belajar kerana saya boleh melakukan aktiviti seharian dan hobi dengan seronok.		1	2	3	4	5	6	7
11. Saya belajar kerana saya boleh menyumbang sesuatu kepada masyarakat.		1	2	3	4	5	6	7
12. Saya belajar kerana saya boleh memahami diri saya dengan baik.		1	2	3	4	5	6	7
13. Saya belajar kerana saya boleh membantu orang lain.		1	2	3	4	5	6	7
14. Saya belajar kerana saya rasa, saya seorang pelajar pembelajaran sendiri.		1	2	3	4	5	6	7
15. Saya belajar kerana kepentingannya.		1	2	3	4	5	6	7
Pengetahuan dan Kemahiran		Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
16. Saya belajar kerana saya boleh memperbaiki kemahiran kerja saya untuk memudahkan sesuatu kerja yang dilakukan.		1	2	3	4	5	6	7
17. Saya belajar kerana saya boleh mengetahui apa yang berlaku di seluruh dunia.		1	2	3	4	5	6	7
18. Saya belajar kerana saya boleh bergaul bersama-sama lebih baik dengan orang lain.		1	2	3	4	5	6	7
19. Saya belajar kerana saya boleh mengaitkan sesuatu perkara dengan generasi saya yang seterusnya.		1	2	3	4	5	6	7
20. Saya belajar kerana saya boleh meningkatkan kemahiran-kemahiran asas yang diperlukan setiap hari seperti membaca, menulis atau mengira.		1	2	3	4	5	6	7

21. Saya belajar kerana apabila saya mempelajari sesuatu yang baharu, saya cuba untuk fokus dengan lebih terperinci dan bukan hanya gambaran secara umum.	1	2	3	4	5	6	7
Pembangunan Kerjaya	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
22. Saya belajar kerana saya boleh memperoleh ijazah atau sijil untuk memajukan karier atau membantu saya mendapatkan pendapatan sampingan.	1	2	3	4	5	6	7
23. Saya belajar kerana saya boleh menguruskan kerjaya saya dengan baik.	1	2	3	4	5	6	7
24. Saya belajar kerana untuk pembangunan rohani dan peribadi saya.	1	2	3	4	5	6	7
25. Saya belajar kerana untuk keseronokan mempelajari sesuatu yang baharu untuk pembangunan kerjaya saya.	1	2	3	4	5	6	7
26. Saya belajar kerana saya lebih suka mempunyai perancangan yang lain terhadap pembelajaran saya.	1	2	3	4	5	6	7
27. Saya belajar kerana saya lebih suka mempunyai perancangan yang lain terhadap pembelajaran saya.	1	2	3	4	5	6	7

Bahagian C: Pengkayaan Kerja dan Keluarga

Sila baca setiap pernyataan dengan teliti dan bulatkan setiap pernyataan yang mewakili pilihan anda. Skala Likert digunakan untuk menentukan tahap persetujuan anda daripada “**sangat-sangat tidak bersetuju**” hingga ke “**sangat-sangat bersetuju**”.

1	2	3	4	5	6	7
Sangat-sangat tidak bersetuju	Sangat tidak setuju	Tidak bersetuju	Neutral	Setuju	Sangat bersetuju	Sangat-sangat bersetuju

Penyataan							
Pembangunan							
Penglibatan saya di dalam kerja...	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
28. Membantu saya memahami pendapat yang berbeza dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
29. Membantu saya memperoleh ilmu pengetahuan dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
30. Membantu saya memperoleh kemahiran dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
Kesan							
Penglibatan saya di dalam kerja...	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
31. Meletakkan saya di dalam situasi yang baik dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
32. Menjadikan saya berasa gembira dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
33. Menjadikan saya ceria dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
Kapital							
Penglibatan saya di dalam kerja...	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
34. Membantu saya merasa sempurna secara peribadi dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
35. Memberikan saya rasa kesempurnaan dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7
36. Memberikan saya rasa kejayaan dan menjadi ahli keluarga yang baik.	1	2	3	4	5	6	7

Bahagian D: Kepuasan Kerja

Sila baca setiap pernyataan dengan teliti dan bulatkan setiap pernyataan yang mewakili pilihan anda. Skala Likert digunakan untuk menentukan tahap persetujuan anda daripada “sangat-sangat tidak bersetuju” hingga ke “sangat-sangat bersetuju”.

1	2	3	4	5	6	7
Sangat-sangat tidak bersetuju	Sangat tidak setuju	Tidak bersetuju	Neutral	Setuju	Sangat bersetuju	Sangat-sangat bersetuju

Penyataan							
Bulatkan satu nombor pada setiap pernyataan yang memberi gambaran terhampir dengan pendapat anda.							
Gaji	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
37. Saya rasa saya dibayar dengan gaji yang bersesuaian dengan kerja yang saya lakukan.	1	2	3	4	5	6	7
38. Terdapat peluang yang cukup dan adil untuk kenaikan pangkat.	1	2	3	4	5	6	7
39. Saya merasa dihargai oleh organisasi ini apabila saya memikirkan bayaran yang dibayar oleh mereka.	1	2	3	4	5	6	7
40. Saya merasa berpuas hati dengan peluang kenaikan gaji.	1	2	3	4	5	6	7
Kenaikan Pangkat	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
41. Peluang untuk saya naik pangkat di dalam kerja adalah tinggi.	1	2	3	4	5	6	7
42. Sesiapa yang melakukan kerja dengan baik berpeluang untuk kenaikan pangkat.	1	2	3	4	5	6	7
43. Orang lain akan maju dengan lebih cepat di tempat lain.	1	2	3	4	5	6	7
44. Saya berpuas hati dengan peluang kenaikan pangkat yang ditetapkan.	1	2	3	4	5	6	7
Penyeliaan	Sangat-sangat tidak bersetuju Neutral Sangat-sangat bersetuju						
45. Penyelia saya adalah sangat kompeten semasa menjalankan kerjanya.	1	2	3	4	5	6	7
46. Penyelia berlaku adil terhadap saya.	1	2	3	4	5	6	7
47. Penyelia saya selalu mengambil berat dengan perasaan pekerja-pekerjanya.	1	2	3	4	5	6	7
48. Saya suka penyelia saya.	1	2	3	4	5	6	7

Ganjaran Lain	Sangat-sangat tidak bersetuju							Neutral							Sangat-sangat bersetuju						
49. Saya berpuas hati dengan ganjaran yang saya terima.	1	2	3	4	5	6	7														
50. Ganjaran yang diterima sama baik seperti yang ditawarkan oleh organisasi lain.	1	2	3	4	5	6	7														
51. Pakej ganjaran yang ada adalah adil.	1	2	3	4	5	6	7														
52. Ada faedah-faedah yang tidak ada tetapi sepatutnya ada.	1	2	3	4	5	6	7														
Ganjaran Kontinjen	Sangat-sangat tidak bersetuju							Neutral							Sangat-sangat bersetuju						
53. Apabila saya melakukan kerja, saya menerima penghargaan yang sepatutnya saya terima.	1	2	3	4	5	6	7														
54. Saya merasakan bahawa kerja yang saya lakukan dihargai.	1	2	3	4	5	6	7														
55. Terdapat beberapa ganjaran bagi mereka yang bekerja disini.	1	2	3	4	5	6	7														
56. Saya merasakan usaha saya setimpal dengan ganjaran yang sepatutnya.	1	2	3	4	5	6	7														
Keadaan operasi	Sangat-sangat tidak bersetuju							Neutral							Sangat-sangat bersetuju						
57. Banyak peraturan dan tatacara kerja menjadikan sesuatu kerja itu mudah dilaksanakan.	1	2	3	4	5	6	7														
58. Usaha saya untuk melakukan kerja dengan baik tidak dihalang oleh karenah birokrasi.	1	2	3	4	5	6	7														
59. Saya ada banyak kerja yang perlu dilakukan di tempat kerja.	1	2	3	4	5	6	7														
60. Saya ada banyak kertas kerja.	1	2	3	4	5	6	7														
Rakan sekerja	Sangat-sangat tidak bersetuju							Neutral							Sangat-sangat bersetuju						
61. Saya suka bekerja dengan rakan sekerja.	1	2	3	4	5	6	7														
62. Saya rasa, saya perlu bekerja dengan lebih keras disebabkan oleh rakan sekerja yang lain lebih kompeten.	1	2	3	4	5	6	7														
63. Saya seronok dengan rakan sekerja.	1	2	3	4	5	6	7														
64. Tidak terdapat banyak perselisihan dan pergaduhan di tempat kerja.	1	2	3	4	5	6	7														

Bidang kerja	Sangat-sangat tidak bersejua Sangat-sangat bersejua Neutral						
65. Saya merasakan kerja saya sungguh bermakna.	1	2	3	4	5	6	7
66. Saya suka melakukan perkara yang saya suka di tempat kerja.	1	2	3	4	5	6	7
67. Saya bangga melakukan kerja saya.	1	2	3	4	5	6	7
68. Kerja saya menyeronokkan.	1	2	3	4	5	6	7
Komunikasi	Sangat-sangat tidak bersejua Sangat-sangat bersejua Neutral						
69. Di dalam organisasi ini, semua mengamalkan komunikasi yang baik.	1	2	3	4	5	6	7
70. Matlamat organisasi ini jelas kepada saya.	1	2	3	4	5	6	7
71. Saya tahu apa yang sedang berlaku di dalam organisasi.	1	2	3	4	5	6	7
72. Tugas kerja saya dijelaskan sepenuhnya.	1	2	3	4	5	6	7

SOALAN TAMAT

SEKIAN, TERIMA KASIH

APPENDIX C (i)
Questionnaire's Evaluation and Validation



**SK TUN SYED AHMAD SHAHABUDIN,
AYER KEROH , HANG TUAH JAYA,
75450 MELAKA
Kod Sekolah : MBA 2046**

**Tel : 06-2322984
Fax: 06-2323043**

TITLE OF QUESTIONNAIRE:

**THE ROLES OF WORK FAMILY ENRICHMENT (WFE) IN MEDIATING
RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB SATISFACTION AMONG
'HADIAH LATIHAN PERSEKUTUAN' (HLP) PROGRAMME FOR TEACHERS IN
PUBLIC PRIMARY AND SECONDARY SCHOOL, MALAYSIA**

Author : Safaril Bin Madon

DECLARATION

I hereby declare that this questionnaire has been proof read with back to back translation

13. 11. 2019

Date :

.....
Linda De Costa
English Teacher,
SK Tun Syed Ahmad Shahabudin,
Melaka

Endorsed by :

.....
**AZMAN BIN JANUDIN
GURU BESAR
SK TUN SYED AHMAD SHAHABUDIN
AYER KEROH, HANG TUAH JAYA
75450 MELAKA**

**APPENDIX C (ii):
Questionnaire's Evaluation and Validation**



UNIVERSITI SAINS ISLAM MALAYSIA
جامعة العلوم الإسلامية الماليزية
ISLAMIC SCIENCE UNIVERSITY OF MALAYSIA

Faculty of Leadership and Management
Tel: 06-798 8755 Fax: 06-798 8252

Date: 26th November 2019.

Dr. Mohd Adnan Bin Kaus
Pegawai Perkhidmatan Pendidikan Siswazah
Panitia Fizik
Sekolah Menengah Sains Muzaffar Syah
Ayer Keroh, 75450
MELAKA.

Dear Prof./Assoc. Prof./Dr.

2. The undersigned is a 2nd year Ph.D. candidate in Human Resource Management from Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM) undertaking a research entitled **The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction Among "Hadiah Latihan Persekutuan" (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia.**

3. With your expertise, I am humbly asking your permission to validate the attached adopted and adapted questionnaire for the study. I am looking forward that my request would merit your positive response. I recognize the value of your time, and sincerely appreciate your effort on my behalf. Should have any queries, please do not hesitate to contact the researcher at the details listed below.

Thank you for your time.

Sincerely,

Safaril Madon

(SAFARIL BIN MADON)
Doctoral Research Candidate in Human Resource Management
Faculty of Leadership and Management
Tel: 014-8116074
Email: safarilmadon@gmail.com

Noted by:

DR. KALSOM ALI
Supervisor
Faculty of Leadership and Management
Universiti Sains Islam Malaysia (USIM)

Berilmu, Berdisiplin dan Bertakwa



Knowledgeable, Disciplined and Devout

Universiti Sains Islam Malaysia, Bandar Baru Nilai, 71800 Nilai,
Negeri Sembilan Darul Khusus, Malaysia.
Tel: (+606) - 798 8000 | Faks: (+606)-798 8204 | www.usim.edu.my

BORANG PENGESAHAN KANDUNGAN / MUKA

PENYELIDIK / RESEACHER: SAFARIL BIN MADON

FAKULTI / FACULTY: KEPIMPINAN DAN PENGURUSAN

PENYELIA / SUPERVISOR: DR. KALSOM BINTI ALI

TAJUK KAJIAN / RESEARCH TITLE:

THE ROLES OF WORK FAMILY ENRICHMENT (WFE) IN MEDIATING RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB SATISFACTION AMONG 'HADIAH LATIHAN PERSEKUTUAN' (HLP) PROGRAMME FOR TEACHERS IN PUBLIC PRIMARY AND SECONDARY SCHOOL, MALAYSIA

Setelah menyemak dan menilai item soal selidik kajian yang diadaptasi dan dimodifikasi oleh penyelidik seperti nama di atas, dengan ini saya mengesahkan bahawa hasilnya adalah seperti berikut:

No	Perkara	Sesuai	Tidak sesuai	Ulasan / Cadangan penambahbaikan
1.	Format instrumen kajian	/		
2.	Ketepatan penggunaan konstruk dan dimensi	/		
3.	Kejelasan makna setiap item	/		masih boleh ditambah kemungkinan beberapa perubahan
4.	Kesesuaian bahasa yang digunakan	/		
5.	Kejelasan tentang arahan yang diberikan	/		Alasan/af arahan/arah yang digunakan jelaskan sebelum/terdahulu
6.	Penggunaan jenis dan saiz tulisan	/		
7.	Petunjuk bagi skala pengukuran	/		
8.	Kejelasan objektif instrument	/		

Sekian, terima kasih.



Nama: DR. MOHD ADWAN KASUS

Jawatan: PPPS DS 44

Tarikh:

9.12.2019

APPENDIX C (iii)

Questionnaire's Evaluation and Validation



UNIVERSITI SAINS ISLAM MALAYSIA
جامعة العلوم الإسلامية الماليزية
ISLAMIC SCIENCE UNIVERSITY OF MALAYSIA

Date : 25th November 2019

Prof . Madya Dr. Mohamed Mohamed Kamal Moustafa Battour

Faculty of Leadership & Management

Universiti Sains Islam Malaysia (USIM)

Bandar Baru Nilai

71800, Nilai, Negeri Sembilan.

Dear Prof. / Assoc. Prof. / Dr.

The undersigned is a 2nd year Ph.D. candidate in Human Resource Management from Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM) undertaking a research entitled **The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction Among "Hadiah Latihan Persekutuan" (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia.**

With your expertise, I am humbly asking your permission to validate the attached adopted and adapted questionnaire for the study. I am looking forward that my request would merit your positive response. I recognize the value of your time, and sincerely appreciate your effort on my behalf. Should have any queries, please do not hesitate to contact the researcher at the details listed below.

Thank you for your time.

Sincerely,

Safaril Madon

SAFARIL BIN MADON

Doctoral Research candidate in Human Resource Management

Faculty of Leadership & Management

Universiti Sains Islam Malaysia (USIM)

Tel: 0149116074

Email : safarilmadon@gmail.com

Noted by:

DR. KALSOM ALI

Supervisor, Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM)

Berilmu, Berdisiplin dan Bertakwa

Knowledgeable, Disciplined and Devout



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Negeri Sembilan Darul Khusus, Malaysia.
Tel : (+6)06 - 798 8000 | Faks : (+6)06-798 8204 | www.usim.edu.my

BORANG PENGESAHAN KANDUNGAN / MUKA

PENYELIDIK / RESEACHER: SAFARIL BIN MADON

FAKULTI / FACULTY: KEPIMPINAN DAN PENGURUSAN

PENYELIA / SUPERVISOR: DR. KALSOM BINTI ALI

TAJUK KAJIAN / RESEARCH TITLE:

THE ROLES OF WORK FAMILY ENRICHMENT (WFE) IN MEDIATING RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB SATISFACTION AMONG "HADIAH LATIHAN PERSEKUTUAN" (HLP) PROGRAMME FOR TEACHERS IN PUBLIC PRIMARY AND SECONDARY SCHOOL, MALAYSIA

Setelah menyemak dan menilai item soal selidik kajian yang disediakan dan dimodifikasi oleh penyelidik seperti sama di atas, dengan ini saya mengesahkan bahawa hasilnya adalah seperti berikut:

No	Punkte	Selesai	Tidak selesai	Uraian / Cadangan penambahbaikan
1.	Format instrumen kajian	☒	☐	
2.	Ketepatan penggunaan konstruk dan dimensi	☒	☐	
3.	Kepelusan makna setiap item	☒	☐	
4.	Kesesuaian bahasa yang digunakan	☒	☐	
5.	Kepelusan terjemahan arahan yang diberikan	☒	☐	
6.	Penggunaan para dan unit ukuran	☒	☐	
7.	Petunjuk bagi skala pengukuran	☒	☐	
8.	Kepelusan objektif instrument	☒	☐	

Sekian, terima kasih.

Name:

Jawatan:

Mohamed B. Ali

DR. KALSOM BINTI ALI
 Ketua Panitia Penyelaras
 Penyelidikan dan Inovasi Pengajaran
 Jabatan Pendidikan dan Latihan
 Kementerian Pendidikan Malaysia

Tarikh:

12/12/2019

APPENDIX C (iv)
Questionnaire's Evaluation and Validation



UNIVERSITI SAINS ISLAM MALAYSIA
جامعة العلوم الإسلامية الماليزية
ISLAMIC SCIENCE UNIVERSITY OF MALAYSIA

Faculty of Leadership and Management
Tel : 06-798 8755 Fax : 06-798 8252

Date : 26th November 2019.

Dr. Asbah Binti Razali
Pensyarah Kanan
Jabatan Antropologi dan Sosiologi
Fakulti Sastera dan Sains
University Malaya
50603 KUALA LUMPUR.

Dear Prof./Assoc. Prof./Dr.,

2. The undersigned is a 2nd year Ph.D. candidate in Human Resource Management from Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM) undertaking a research entitled **The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction Among "Hadiah Latihan Persekutuan" (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia.**

3. With your expertise, I am humbly asking your permission to validate the attached adopted and adapted questionnaire for the study. I am looking forward that my request would merit your positive response. I recognize the value of your time, and sincerely appreciate your effort on my behalf. Should have any queries, please do not hesitate to contact the researcher at the details listed below.

Thank you for your time.

Sincerely,

Safaril Madon

(SAFARIL BIN MADON)
Doctoral Research Candidate in Human Resource Management
Faculty of Leadership and Management
Tel : 014-9116074
Email : safarilmadon@gmail.com

Noted by:

DR. KALSOM ALI
Supervisor
Faculty of Leadership and Management
Universiti Sains Islam Malaysia (USIM)

Berimu, Berdisiplin dan Bertakwa

Knowledgeable, Disciplined and Devout



Universiti Sains Islam Malaysia, Bandar Baru Nilai, 71800 Nilai,
Negeri Sembilan Darul Khusus, Malaysia
Tel : (+6)06 - 798 8000 | Faks : (+6)06-798 8204 | www.usim.edu.my

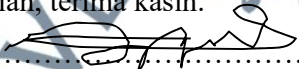
BORANG PENGESAHAN KANDUNGAN / MUKA**PENYELIDIK / RESEACHER:** SAFARIL BIN MADON**FAKULTI / FACULTY:** KEPIMPINAN DAN PENGURUSAN**PENYELIA / SUPERVISOR:** DR. KALSOM BINTI ALI**TAJUK KAJIAN / RESEARCH TITLE:**

THE ROLES OF WORK FAMILY ENRICHMENT (WFE) IN MEDIATING
RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB SATISFACTION
AMONG 'HADIAH LATIHAN PERSEKUTUAN' (HLP) PROGRAMME FOR
TEACHERS IN PUBLIC PRIMARY AND SECONDARY SCHOOL, MALAYSIA

Setelah menyemak dan menilai item soal selidik kajian yang diadaptasi dan dimodifikasi
oleh penyelidik seperti nama di atas, dengan ini saya mengesahkan bahawa hasilnya
adalah seperti berikut:

No	Perkara	Sesuai	Tidak sesuai	Ulasan / Cadangan penambahbaikan
1.	Format instrumen kajian	/		
2.	Ketepatan penggunaan konstruk dan dimensi	/		
3.	Kejelasan makna setiap item	/		
4.	Kesesuaian bahasa yang digunakan	/		Perlu diperbaiki, masih ada yang tidak selaras di antara perkataan/ ayat Bahasa Inggeris dan Bahasa Melayu
5.	Kejelasan tentang arahan yang diberikan	/		
6.	Penggunaan jenis dan saiz tulisan	/		
7.	Petunjuk bagi skala pengukuran	/		
8.	Kejelasan objektif instrument	/		

Sekian, terima kasih.



Nama: Dr. Asbah binti Razali

Tarikh: 14 Disember 2019

Jawatan : Pensyarah Kanan,

Jabatan Antropologi dan Sosiologi

Fakulti Sastera dan Sains, Universiti Malaya

APPENDIX C (v)

Questionnaire's Evaluation and Validation



UNIVERSITI SAINS ISLAM MALAYSIA
جامعة العلوم الإسلامية الماليزية
ISLAMIC SCIENCE UNIVERSITY OF MALAYSIA

Date : 25th November 2019

Dr. Raja Mayang Delima Binti Mohd Beta

Pensyarah Kanan,

Fakulti Pengurusan dan Perniagaan,

UiTM Cawangan Negeri Sembilan

Kampus Kuala Pilah,

72000 Parit Tinggi, Negeri Sembilan.

Dear Prof. / Assoc. Prof. / Dr.

The undersigned is a 2nd year Ph.D. candidate in Human Resource Management from Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM) undertaking a research entitled **The Roles of Work Family Enrichment (WFE) in Mediating Relationship between Lifelong Learning and Job Satisfaction Among "Hadiah Latihan Persekutuan" (HLP) Programme for Teachers in Public Primary and Secondary School, Malaysia.**

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Sincerely,

Safaril Madon

SAFARIL BIN MADON

Doctoral Research candidate in Human Resource Management

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Tel: 0149116074

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BORANG PENGESAHAN KANDUNGAN / MUKA

PENYELIDIK / RESEACHER: SAFARIL BIN MADON

FAKULTI / FACULTY: KEPIMPINAN DAN PENGURUSAN

PENYELIA / SUPERVISOR: DR. KALSOM BINTI ALI

TAJUK KAJIAN / RESEARCH TITLE:

THE ROLES OF WORK FAMILY ENRICHMENT (WFE) IN MEDIATING RELATIONSHIP BETWEEN LIFELONG LEARNING AND JOB SATISFACTION AMONG 'HADIAH LATIHAN PERSEKUTUAN' (HLT) PROGRAMME FOR TEACHERS IN PUBLIC PRIMARY AND SECONDARY SCHOOL, MALAYSIA

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No	Perkara	Sesuai	Tidak sesuai	Ulasan / Cadangan penambahbaikan
1.	Format instrumen kajian	✓		
2.	Ketepatan penggunaan konstruk dan dimensi	✓		
3.	Kejelasan makna setiap item	✓		* try to reduce/avoid any confusion statements
4.	Kesesuaian bahasa yang digunakan	✓		* some words can be paraphrased
5.	Kejelasan tentang arahan yang diberikan	✓		
6.	Penggunaan jenis dan saiz tulisan	✓		
7.	Petunjuk bagi skala pengukuran	✓		1-7 ✓ 1-10 ✓✓
8.	Kejelasan objektif instrument	✓		

Sekian, terima kasih.


 Nama: Raja Mayang Delima Mohd Betik
 UiTM

Tarikh:

APPENDIX D
Random Number Generator

NO		NO		NO		NO		NO	
1	464	31	442	61	276	91	301	121	154
2	345	32	273	62	459	92	395	122	193
3	131	33	241	63	147	93	505	123	373
4	60	34	308	64	503	94	411	124	429
5	45	35	276	65	516	95	133	125	131
6	424	36	418	66	358	96	171	126	38
7	346	37	22	67	180	97	545	127	330
8	58	38	148	68	220	98	401	128	195
9	403	39	151	69	490	99	514	128	403
10	520	40	252	70	491	100	92	130	229
11	249	41	415	71	188	101	98	131	329
12	392	42	472	72	325	102	439	132	68
13	19	43	251	73	154	103	347	133	6
14	393	44	545	74	177	104	60	134	329
15	141	45	277	75	82	105	235	135	165
16	360	46	24	76	227	106	244	136	204
17	541	47	144	77	435	107	518	137	467
18	58	48	460	78	67	108	398	138	530
19	446	49	97	79	26	109	491	139	367
20	95	50	122	80	45	110	127	140	186
21	450	51	427	81	152	111	152	141	497
22	446	52	301	82	523	112	437	142	237
23	429	53	137	83	328	113	170	143	94
24	164	54	430	84	453	114	333	144	373
25	10	55	485	85	174	115	9	145	248
26	170	56	246	86	149	116	128	146	71
27	225	57	230	87	430	117	411	146	289
28	79	58	427	88	75	118	512	148	476
29	305	59	432	89	309	119	432	149	98
30	552	60	415	90	335	120	288	150	543

NO		NO		NO		NO		NO	
151	363	191	207	231	274	271	113	311	324
152	371	192	410	232	446	272	62	312	257
153	252	193	78	233	429	273	231	313	520
154	469	194	515	234	302	274	278	314	147
155	196	195	103	235	240	275	453	315	254
156	8	196	177	236	223	276	427	316	66
157	199	197	493	237	416	277	352	317	549
158	224	198	25	238	404	278	38	318	394
159	192	199	421	239	331	278	288	319	485
160	503	200	384	240	109	280	34	320	535
161	555	201	97	241	364	281	241	321	146
162	545	202	166	242	175	282	217	322	497
163	299	203	149	243	45	283	206	323	26
164	521	204	433	244	438	284	37	324	262
165	196	205	352	245	323	285	448	325	27
166	238	206	346	246	150	286	453	326	291
167	214	207	422	247	190	287	425	327	160
168	318	208	357	248	173	288	551	328	474
169	2	209	441	248	401	289	404	329	60
170	362	210	360	250	547	290	235	330	221
171	178	211	479	251	352	291	547	331	495
172	297	212	160	252	210	292	254	332	365
173	178	213	270	253	402	293	277	333	253
174	209	214	484	254	105	294	142	334	192
175	497	215	536	255	259	295	133	335	77
176	116	216	232	256	422	296	152	336	329
177	530	217	493	257	426	297	7	337	311
178	130	218	192	258	89	298	113	338	466
179	363	219	379	259	119	299	432	339	167
180	98	220	52	260	196	300	292	340	103
181	305	221	234	261	414	301	512	341	233
182	294	222	178	262	419	302	443	342	215
183	265	223	122	263	135	303	104	343	314
184	25	224	64	264	99	304	330	344	283
185	472	225	483	265	160	305	523	345	354
186	126	226	509	266	228	306	250	346	24
187	167	227	29	267	296	307	514	347	70
188	246	228	531	268	476	308	144	348	260
189	126	229	554	269	282	309	15	349	46
190	109	230	277	270	27	310	501	350	401

APPENDIX E **Critical Chi Square Table**

Table of Probabilities for the Chi-Squared Distribution														
Alpha Risk														
df	0.995	0.990	0.975	0.95	0.9	0.75	0.5	0.25	0.1	0.05	0.25	0.01	0.005	0.001
1	0.000039	0.000157	0.000982	0.00393	0.0158	0.102	0.455	1.323	2.706	3.841	1.323	6.635	7.879	10.828
2	0.010	0.020	0.051	0.103	0.211	0.575	1.386	2.773	4.605	5.991	2.773	9.210	10.597	13.816
3	0.072	0.115	0.216	0.352	0.584	1.213	2.366	4.108	6.251	7.815	4.108	11.345	12.838	16.266
4	0.207	0.297	0.484	0.711	1.064	1.923	3.357	5.385	7.779	9.488	5.385	13.277	14.860	18.467
5	0.412	0.554	0.831	1.145	1.610	2.675	4.351	6.626	9.236	11.070	6.626	15.086	16.750	20.515
6	0.676	0.872	1.237	1.635	2.204	3.455	5.348	7.841	10.645	12.592	7.841	16.812	18.548	22.458
7	0.989	1.239	1.690	2.167	2.833	4.255	6.346	9.037	12.017	14.067	9.037	18.475	20.278	24.322
8	1.344	1.646	2.180	2.733	3.490	5.071	7.344	10.219	13.362	15.507	10.219	20.090	21.955	26.124
9	1.735	2.088	2.700	3.325	4.168	5.899	8.343	11.389	14.684	16.919	11.389	21.666	23.589	27.877
10	2.156	2.558	3.247	3.940	4.865	6.737	9.342	12.549	15.987	18.307	12.549	23.209	25.188	29.588
11	2.603	3.053	3.816	4.575	5.578	7.584	10.341	13.701	17.275	19.675	13.701	24.725	26.757	31.264
12	3.074	3.571	4.404	5.226	6.304	8.438	11.340	14.845	18.549	21.026	14.845	26.217	28.300	32.909
13	3.565	4.107	5.009	5.892	7.042	9.299	12.340	15.984	19.812	22.362	15.984	27.688	29.819	34.528
14	4.075	4.660	5.629	6.571	7.790	10.165	13.339	17.117	21.064	23.685	17.117	29.141	31.319	36.123
15	4.601	5.229	6.262	7.261	8.547	11.037	14.339	18.245	22.307	24.996	18.245	30.578	32.801	37.697
16	5.142	5.812	6.908	7.962	9.312	11.912	15.338	19.369	23.542	26.296	19.369	32.000	34.267	39.252
17	5.697	6.408	7.564	8.672	10.085	12.792	16.338	20.489	24.769	27.587	20.489	33.409	35.718	40.790
18	6.265	7.015	8.231	9.390	10.865	13.675	17.338	21.605	25.989	28.869	21.605	34.805	37.156	42.312
19	6.844	7.633	8.907	10.117	11.651	14.562	18.338	22.718	27.204	30.144	22.718	36.191	38.582	43.820
20	7.434	8.260	9.591	10.851	12.443	15.452	19.337	23.828	28.412	31.410	23.828	37.566	39.997	45.315
21	8.034	8.897	10.283	11.591	13.240	16.344	20.337	24.935	29.615	32.671	24.935	38.932	41.401	46.797
22	8.643	9.542	10.982	12.338	14.041	17.240	21.337	26.039	30.813	33.924	26.039	40.289	42.796	48.268
23	9.260	10.196	11.689	13.091	14.848	18.137	22.337	27.141	32.007	35.172	27.141	41.638	44.181	49.728
24	9.886	10.856	12.401	13.848	15.659	19.037	23.337	28.241	33.196	36.415	28.241	42.980	45.559	51.179
25	10.520	11.524	13.120	14.611	16.473	19.939	24.337	29.339	34.382	37.652	29.339	44.314	46.928	52.620
26	11.160	12.198	13.844	15.379	17.292	20.843	25.336	30.435	35.563	38.885	30.435	45.642	48.290	54.052
27	11.808	12.879	14.573	16.151	18.114	21.749	26.336	31.528	36.741	40.113	31.528	46.963	49.645	55.476
28	12.461	13.565	15.308	16.928	18.939	22.657	27.336	32.620	37.916	41.337	32.620	48.278	50.993	56.892
29	13.121	14.256	16.047	17.708	19.768	23.567	28.336	33.711	39.087	42.557	33.711	49.588	52.336	58.301
30	13.787	14.953	16.791	18.493	20.599	24.478	29.336	34.800	40.256	43.773	34.800	50.892	53.672	59.703
40	20.707	22.164	24.433	26.509	29.051	33.660	39.335	45.616	51.805	55.758	45.616	63.691	66.766	73.402
50	27.991	29.707	32.357	34.764	37.689	42.942	49.335	56.334	63.167	67.505	56.334	76.154	79.490	86.661
60	35.534	37.485	40.482	43.188	46.459	52.294	59.335	66.981	74.397	79.082	66.981	88.379	91.952	99.607
70	43.275	45.442	48.758	51.739	55.329	61.698	69.334	77.577	85.527	90.531	77.577	100.425	104.215	112.317
80	51.172	53.540	57.153	60.391	64.278	71.145	79.334	88.130	96.578	101.879	88.130	112.329	116.321	124.839
90	59.196	61.754	65.647	69.126	73.291	80.625	89.334	98.650	107.565	113.145	98.650	124.116	128.299	137.208
100	67.328	70.065	74.222	77.929	82.358	90.133	99.334	109.141	118.498	124.342	109.141	135.807	140.169	149.449

Right Tailed Distribution, df = degrees of freedom = (#Rows - 1) x (#Columns - 1)
 Chi Square Table of Probabilities: ©Copyright Lean Sigma Corporation 2013

APPENDIX F
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The roles of work family enrichment(WFE) in mediating relationship between lifelong learning and job satisfaction among 'Hadiah Latihan Persekutuan' (HLP) programme for teachers in public primary and secondary school, Malaysia

Safaril Bin Madon

has been edited by an editor from Proofreaders United. The text has been checked for accuracy of language, flow, and overall readability, as well as checking for grammar, spelling, and punctuation. Full details of the editing service can be found at <http://bit.ly/PRunited>.

01 August 2021

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