SIGNIFICANCE OF RESEARCH

Contribution of research findings to theory

Contribution of research findings to practice

Examples:

Contribution to theory

This study enhances the theoretical framework of work-family conflict by integrating other related concepts such as emotional exhaustion, job satisfaction and job performance to enable the inter-relationships be more fully understood.

Contribution to practice

This study provides the participating organization with an understanding of work-family conflict and its consequences, particularly the negative spillover effects on emotional exhaustion, job satisfaction and job performance.

The identified consequential factors studied in this study help the organization make more appropriate decisions in improving employees' performance.

ASSUMPTIONS OF RESEARCH

A proposition used as a premise in a logical argument

Accepted without thought of immediate proof

Examples of Assumptions

It is assumed that the research model which is based on work in the Western world is applicable to the Malaysian setting.

The primary assumption in this study is that work and family domains were the two most central realms of the married working women.
LIMITATIONS OF THE RESEARCH

State the limitations brought about by the procedure of the study

Examples of Limitations

This study was limited to the teachers' perceptions of the actual school climate.

This study was confined to only two fully residential and the two non residential government schools. The findings are unique to these four schools only and cannot be generalized to other government secondary schools.

This study was limited to only some selected variables which were anticipated to relate to job satisfaction.

Only a part of the theory of work adjustment was adopted and adapted to provide a theoretical foundation of the study.