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# 6 Reasons That Makes a Maid Quit Before Finishing Her Contract

It's pretty common how often you hear employers complaining about their maid leaving before they finish their 2 years contract. It will give them a lot of trouble if their maids choose to end their contract prematurely. Terminating the contracts are so costly in terms of money and time when a maid walking out the door. A simple search by internet brings dozens of websites that have mentioned problem maids in Malaysia and there are a lot of complains by employers. Although most of them are true story, but, do maids really terminate contract without any reason?

Employers tend to blame everyone and everything under the sun, while ignoring the main reasons: maids quit mostly because of some circumstances. The sad thing is that this can be avoided. Families as an employer may need to consider some potential condition on their part to reduce the possibility of terminating contract by a domestic helper. Besides providing some compulsory things like paying salary, food, shelter, and rest; there are some other potential issues that cause a maid to leave employer's house. Understanding the situations and preventing them, that employers may do that to make a domestic helper packing their bag, would help them in saving money and time specially for families which they pay service fee a lot to Malaysian Maid Agencies.

## 1. Overwork

Nothing makes a good maid frustrated to quite like forcing them to overwork. It's so tempting to compel your maid for extra work that employers frequently fall into this trap. Extra work is confusing; they might feel as if they're being punished for great performance. Overworking is also inefficient. It is proven that productivity per hour declines sharply when the work exceeds the certain times, and productivity drops off that you don't get anything out of working more. They probably won't stay if they must work constantly without rest. Simply increasing their workload because they do not complain, without changing a thing, they will eventually seek a reason to get out of your house.

## 2. Communicate with maid

Employers need to communicate with their maid to find out what makes them feel good. Communication is an absolute necessary leadership discipline. It doesn't matter you manage a domestic helper or a professional person. Communication leads to influence on her attitudes in the ways that would help her the most. Maids whose hard work is recognised mostly are more positive and helpful– they are motivated to maintain or even improve their good work in order

to gain more recognition and then to reward them for a job well done. It would misinterpret when you tell them “they get for what you do”. It’s easy to underestimate the power of a “pat on the back”, especially with top performers who are intrinsically motivated. Employers should consider a foreign domestic helper comes from another country. Both the employer and the maid have different culture and speak another variety of English. All the cultural and linguistic differences may cause misinterpretation for example pronunciation, intonation, syllabic stresses and rhetoric. Employers should describe about their main culture and life style in advance while understanding the maid’s culture so the maid could reduce misconducting.

### **3. Care about your maid**

Majority of maids who leave their jobs do so because of their relationship with their employers. Humanity and treat them well must be in the centre of all the relationships. It’s impossible to work for someone eight-plus hours a day and live with them 24 hours when employers aren’t personally involved and don’t care about anything other than the job. Employer who fail to *really* care will always have high rate of termination contract by maids.

### **4. Honour your commitments**

Making promises to a maid places employers on the fine line that lies between making them very happy or watching them walk out the door. When you uphold a commitment, you grow in the eyes of your housemaid because you prove yourself to be trustworthy and honourable. But when you disregard your commitment, you come across your word uncaring, and disrespectful. After all, if the employer doesn’t honour what they promises, must ask themselves why the maid should does.

### **5. Wrong maid for a wrong situation**

We can only be certain about a person’s behaviour and attitude a long time after being with her. Behaviour is a subjective matter, what is sensitive for you others may consider it. However, it is very important to screen potential maids thoroughly and scrutinise them before hiring. Recruitment agencies may do some background research, personality test, and even train them generally, matching a maid with a family to work and live with is not that simple. Every family has their own specific life style, attitude and environment. Employer knows well the entire of the family and the work situation, so they should explain clearly and truly while

interviewing a maid to get a good feedback. The job offer should be prepared in details as well. For example, when a maid find herself doing things that are too easy or boring, Vis versa the job is very difficult, they seek for other situation.

## **6. Pay Attention to maid**

When employers are asked about their inattention to a maid, they try to excuse themselves, using words such as “trust,” “autonomy,” and “empowerment.” This is complete nonsense. Good employer always care, no matter how a maid is good. Employer should pay attention and are constantly listening and giving feedback.

When you have a good maid, it’s up to you to keep finding areas in which they can improve to expand their [skill set](#). Everyone at work want feedback—and its employer’s job to keep it coming. If you don’t, your best maid will grow bored and self-satisfied.

## **Bringing It All Together**

If employers want their best maid to stay, they need to think carefully about how to treat them well. While good maids are as tough as nails, their official employment contracts (especially contracts with Philippine Embassy: (POEA) gives them an abundance of options. Employers need to make them “*want and willing*” to work.

### **Information used form:**

<https://www.thestar.com.my>

<https://sg.theasianparent.com>

<https://www.forbes.com>

<https://www.mom.gov.sg>

<https://www.edengracemaids.com>

<https://pride.kindness.sg>