



**EFFECT OF WORK LIFE BALANCE ON TURNOVER INTENTION AMONG
ACADEMIC STAFFS IN UiTM MELAKA KAMPUS BANDARAYA**

**NORIDA BINTI AYA
2012600348**

**NUR SYUHADA BINTI AZAMAI @ AZAMI
2012300991**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA**

JULY 2015

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
FACULTY OF BUSINESS MANAGEMENT
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MELAKA
“DECLARATION OF ORIGINAL WORK”**

I, NORIDA BINTI AYA, (I/C Number: 920608-01-5634)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

SIGNATURE: _____

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LETTER OF TRANSMITTAL

JULY 2015

Program Coordinator

Bachelor of Business Administration (Hons.) Human Resource Management

Faculty of Business Management

Universiti Teknologi Mara Melaka Kampus Bandaraya

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER (HRM 663)

Enclosed here is the project paper entitled “**Effect of Work Life Balance on Turnover Intention among Academic Staffs in UiTM Melaka Kampus Bandaraya**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara. We hope this report will achieve the objectives of this study.

Thank you.

Yours sincerely,

.....

Norida binti Aya

2012600348

BBA (Hons.) HUMAN RESOURCE

MANAGEMENT

Yours sincerely,

.....

Nur Syuhada binti Azamai @ Azami

2012300991

BBA (Hons.) HUMAN RESOURCE

MANAGEMENT

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ABSTRACT

Work life balance is very important in the work place especially among academic staffs in Malaysia public higher education institutions. Work life imbalance will be effect job satisfaction and organizational commitment, reduce work effort, reduced performance, and increased absenteeism and turnover. The aim for this study was to examine the relationship between work life balance of academic staffs in UiTM Melaka Kampus Bandaraya and their turnover intention. The study used questionnaires of academic staffs from UiTM Melaka Kampus Bandaraya. A total of 66 usable responses were received from the questionnaires survey. The responses from the sample are used to test the hypotheses that family leave, flexible work arrangement and child care centre have relationship with turnover intention. The results indicated that there was significant relationship between family leave and turnover intention among academic staffs. Meanwhile, there was no significant relationship between flexible work arrangement and child care centre towards on turnover intention. The findings of this study will help in terms of understanding the state of work life balance of academic staffs and its relationship with turnover intention. It was hoped that the findings of this study would add a large sample from other public or private universities in Malaysia and focus among public and private universities academic staffs.