

**THE RELATIONSHIP BETWEEN PERSONAL FACTORS
TOWARD WORK-LIFE CONFLICTS AMONG NON-
EXECUTIVE EMPLOYEES: A CASE STUDY IN SIMUNJAN
AND SAMARAHAN DISTRICT EDUCATION OFFICE,
SARAWAK**

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JUNE 2019

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ABSTRACT

The purpose of this study is to determine the relationship between personal factors and work-life conflict among non-executive employees in Simunjan and Samarahan District Education Office, Sarawak. Conflict between work and life has affected employees negatively in any organizations. It can occur several ways where life of the job may interfere with work responsibilities and vice versa. A set of questionnaire were used as the main instrument for the data collection. Data were collected in two organizations which are Simunjan District Education Office and Samarahan District Education Office, Sarawak. A sample of 80 personally-distributed questionnaires was used by using convenience sampling methods. The questionnaires were given to the non-executive employees in the studied organizations. The data analysis was utilized using correlational research. Personal factors consisted of career commitment, household responsibilities and financial needs. According to this study, the career commitment, household responsibilities and financial needs have no relationship towards work-life conflicts among non-executive employees in the studied organizations. It has proven that these three factors do not interfere with life off the job that may interfere with work responsibilities and vice versa. This study informs the organizations of the three factors that could interfere with employees' life and work responsibilities. It helps the organizations to consider the factors and develop appropriate strategies to mitigate work-life conflict. This study is one of the few that conducted in East Malaysia. Compare to the result in West Malaysia, it is differ from this study.

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CHAPTER 1

INTRODUCTION

The purpose of the study was identifying the relationship between personal factors and work life conflict. This chapter described the background of the study, limitations of the study and definitions of terms.

Background of the Study

Creating a balance between work and life is considered as one of the key employees' issues nowadays. It is because people played many roles as a human such as being an employee, boss, sibling, parents and so on. Fast moving economic development and turbulent work environment has created a balance between job responsibilities and family responsibilities, which became a dilemma for the employees that resulted in demanding jobs and long working hours (Omar, Ahmad, & Ismail, 2016).

A study done by Omar et al. (2016) focusing on 120 employees in Malaysia federal statutory bodies on the issues of household responsibilities, financial need and career commitment showed that household responsibilities and financial need had positive relationship with work life conflict. While, career commitment had negative relationship with work life conflict. Financial need and household responsibilities did affect the employees and this resulted in conflict between work and life.