

**THE RELATIONSHIP BETWEEN PERSONAL FACTORS AND
WORK-LIFE CONFLICT AMONG NON-EXECUTIVE
EMPLOYEES IN UNIVERSITI MALAYSIA SARAWAK
(UNIMAS)**

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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.
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ABSTRACT

The purpose of this paper is to examine the effect of personal factors towards work life conflicts in real life situation. This study will explore career commitment, household responsibilities and financial needs (independent variable) towards work life conflict (dependent variable) among non-executive staff in UNIMAS. The sampling technique that has been used by researcher is convenience sampling. This study is based on a survey of 150 non-executive employees' population at several departments in Universiti Malaysia Sarawak (UNIMAS). The findings indicated that the three variables of personal factors career commitment, household responsibilities and financial needs are not significantly related to work-life conflict. This study would benefit an organization because they would know on how to handle and overcome any work life conflict that will be occurring in future. This study shows different result with previous study done by Omar, Ahmad et al. 2016 where in their study, household responsibilities and financial need are positively related with work life conflict.

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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 family-life is considered as one of the key employees' issues nowadays. It was because people played many roles as a human such as 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 became a dilemma for the employees that resulted in demand jobs and long working hours (Omar, Ahmad, & Ismail, 2016).

This study was done by focusing on 120 employees in Malaysia federal statutory bodies which focused on the issues of the household responsibilities, financial need and career commitment. The results showed that the household responsibilities and financial need had positive relationship with the work life conflict. While, career commitment had negative relationship with work life conflict, Omar et al. (2016). The problems with financial need and household responsibilities influenced the employees that resulted in conflict between work and life.