

**TITLE: THE RELATIONSHIPS BETWEEN CAREER
DEVELOPMENT PROGRAMS, WORK-LIFE BALANCE
PROGRAMS TOWARDS AFFECTIVE COMMITMENT
AMONG LECTURERS AT ONE PUBLIC UNIVERSITY IN
PERAK**

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JUNE 2014

ABSTRACT

This study aimed to examine the significant relationship between career development, work-life balance towards affective commitment. A total of 68 lecturers in one of the public university in Perak were selected as respondents through simple random sampling. The conceptual framework of this study is career development and work-life balance as independent variables and affective commitment as dependent variable. This study utilized the quantitative research design method using survey questionnaire. Finding indicates that the lecturers perception level of frequency of career development is high ($M = 3.78$, $SD = .770$), while the perception of level of frequency of work-life balance is high ($M = 3.43$, $SD = 1.055$). Affective Commitment and career development was positive, strong and significant ($r = .325$; $p < .01$) but Work Personal Life Balance and affective commitment was positive, weak and significant ($r = .175$; $p < .01$).

ACKNOWLEDGMENT

Firstly, I was very grateful to God for His mercy and favour all through this study and managed to complete my research this early. Then, I would like to acknowledge and say thanks you to my dedicated supervisor, Encik Ahmad Kamal Bin Mohd Yusop, he had helped me a lot. He also gave plenty of information and sources in order to help me to complete my research.

Last but not least, our forever friends especially our classmate as they were giving us chance to communicate with them in order to make we know all the information about this research and give advised what we should do to complete our proposal research. Thanks because you all are willing to face difficulties in order to help us complete our proposal. Thank you to everybody who had involved in this project either direct or indirectly.

“Patience and perseverance have a magical affect before which difficulties disappear and obstacles vanish”.-John Quincy Adams.

Thank you.

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CHAPTER 1

INTRODUCTION

Background of the Study

Many studies have shown an increase in organizational commitment as a workplace construct. According to Meyer, Stanley, Herscovitch & Topolytsky (2002) affective commitment was negatively correlated with absenteeism and work-family conflict, turnover and withdrawal cognition but positively correlated with organizational citizenship behaviour and job performances in their meta-analysis. Affective commitment has proven to be the strongest correlation with desirable organizational outcomes, where the organization typically strives to foster affective commitment among the professional employees. Affective commitment is defined as an individual's attitude towards their organization that consists of strong belief, willingness to exert considerable effort on behalf of the organization and acceptance of organizational goals. The goals that provide directions to employees as well as help connect employees to the organization thus, enhance affective commitment.

One of the factors that contribute to affective commitment is career development practice. Individual development interacted with organization through the individual's