

**WORK LIFE BALANCE AND ORGANISATIONAL COMMITMENT
OF SECONDARY SCHOOL TEACHERS IN KUBANG PASU
DISTRICT**

A thesis submitted to the Graduate School in partial fulfillment of the
requirement for the Master of Science, Universiti Utara Malaysia

By

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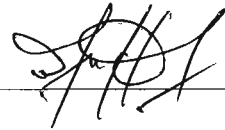
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ABSTRAK

Kajian ini dijalankan untuk melihat isu berkaitan dengan perseimbangan kehidupan kerja dan peribadi dan komitmen terhadap organisasi dalam kalangan guru yang berkhidmat di sekolah-sekolah menengah di daerah Kubang Pasu. Tujuan utama kajian ialah untuk mengenal pasti sebarang hubungan antara perseimbangan kerja dan peribadi dengan komitmen terhadap organisasi. Selain itu, ia juga bertujuan untuk melihat sejauh mana tahap perseimbangan dan dimension yang dominan. Terdapat tiga dimensi yang terlibat iaitu kehidupan peribadi mengganggu kehidupan kerja, kehidupan kerja mengganggu kehidupan peribadi dan kehidupan kerja/peribadi mendorong peningkatan (pemboleh ubah bebas) manakala komitmen terhadap organisasi adalah pemboleh ubah bersandar. Kajian ini dijalankan melalui kaedah kuantitatif di mana data dikumpul dengan menggunakan set borang soal selidik yang digunakan bagi mendapat maklumat balas daripada responden. Sampel kajian terdiri daripada 255 responden yang dipilih melalui kaedah persampelan secara rawak. Borang soal selidik yang mengandungi 46 item dengan 5 skala digunakan untuk mengukur pemboleh ubah bebas manakala 17 soalan digunakan bagi mengukur komitmen terhadap organisasi. Maklumbalas yang diterima dianalisa menggunakan perisian Statistical Package for Social Sciences (SPSS) versi 16.0. Statistik kekerapan dan peratusan dan ujian Pearson Correlation Coefficient telah dijalankan. Hasil kajian mendapati bahawa dimensi "WPLE" adalah dimension yang lebih dominan antara ketiga-tiga dimensi dan terdapat hubungan yang signifikan antara pemboleh ubah bebas dan pemboleh ubah bersandar di dalam kajian ini. Kajian ini mencadangkan agar dalam kajian akan datang skop kajian lebih diperluaskan.

ABSTRACT

This study was conducted to gain view on the issues of work life balance and organizational commitment among secondary school teachers servicing in Kubang Pasu District. The main purpose of this study is to determine the relationship between work life balance and organizational commitment. Besides, this study also aims to determine the level of whether work life balance and which dimension is the most dominant dimension impacting the teachers. Three dimensions of work life balance, namely personal life interference with work (PLIW), work interference with personal life (WIPL) and work/personal life enhancement (WPLE) are involved in the study as the independent variables while organizational commitment is the dependent variable. This study was conducted through quantitative method where data is collected using questionnaires. Survey questionnaires were used in obtaining feedback from respondents. Samples of the research were secondary school teachers in Kubang Pasu District in Kedah State involving a total of 255 respondents chosen from simple random sampling. A 46 item questionnaire using a 5 point time relate scale was used to measure work life balance while a 17 item questionnaire was used to measure organizational commitment. The survey response was analyzed by using the Statistical Package for Social Sciences (SPSS) Version 16.0. Frequencies and percentage statistics were computed and Pearson Correlation coefficient was also carried out. The findings show that work/personal life enhancement is the most dominant dimension among the respondents, suggesting that the respondents perceive neither work interfere their personal life nor vice versa, and that there is a significant relationship between work life balance and their organisational commitment. For future research, it is suggested that the scope of the study be widen from the current study.

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LIST OF ABBREVIATIONS

| | |
|------|--------------------------------------|
| WLB | Work Life Balance |
| OC | Organisational Commitment |
| PILW | Personal Life Interference With Work |
| WIPL | Work Interference With Personal Life |
| WPLE | Work/Personal Life Enhancement |

CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter forms and includes introduction of the subject of the study. It also provides a general explanation and overview for the entire research process. This research mainly focuses and analyses on worklife balance and organisational commitment of secondary teachers in Kubang Pasu District in Kedah. This chapter specifically discusses about the background of the study, the problem statement, research objectives, research questions, significance of the study, scope of the study, definition of terms, limitations of the study and organization of the remaining chapters .

1.1 Backgroud of The Study

Work Life Balance (WLB) has been an issue of concern for the last few decades. Despite being a relatively new body of thought, the existing studies on it remains broad. Often referred to as “work-life conflict” or “work-family conflict”, the concept of Work Life balance has been very much related to the globalization and the changing nature of work that have often

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