

**INFLUENCE OF WORK-FAMILY CONFLICT ON
TURNOVER INTENTION OF FEMALE
EMPLOYEES IN PRIVATE SECTOR
UNIVERSITIES**

By

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MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1	15-Apr-19	Cubicle	Discussed Questionnaire	
2	25-Apr-19	Cubicle	Discussed Data Analysis	
3	11-May-19	Cubicle	Submitted Compile work done.	

APPROVAL FOR EXAMINATION

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Thesis Title: Influence of Work-Family Conflict on Turnover Intention of Female Employees in Private Sector Universities

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 13%, that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's
Signature:

Date:

30/6/2019

Supervisor's Name:

Dr. Rafique Ahmed Khan

HoD's Signature:

Date:

2/7/2019

Dedication

I would dedicate the entire work to my family who have been there always to provide me comfort to complete all of my required tasks. Without their blessings it was just not possible to complete my research work.

Acknowledgement

Utmost thanks to Almighty Allah (SWT) for giving me strength and courage to complete my MBA program. Then I would thank my supervisor Dr. Rafique Ahmed Khan for his guidance and humble attitude that let me complete my thesis along with my tough job schedule. He has been a great and wise mentor and guided me whenever I was out of the path. All the data run on SPSS was due to the courses Bahria University has allowed me to study in my BBA program which has now helped me a lot to conduct my research. Lastly, I would be really thankful to Bahria University who have given me the platform to apply my skills and show an output that is worthwhile.

Abstract

Purpose:

The basic purpose of this study was to highlight that how female employees in private universities of Pakistan are facing Work-family conflict issue and how it is impacting their turnover intention.

Methodology/sample:

Close ended questions were used to get responses of the female employees. Questionnaires were sent to different universities to get their responses through Google forms. This research is of quantitative in nature. The sampling technique used is Simple Random Sampling and the sample size is set to 100 female employees. Descriptive analysis, reliability test, correlation and regression tests were run by using SPSS tools for study.

Findings:

Result showed that there is a positive and significant relationship between Work-family conflict and Female Employees Turnover Intention.

Implications:

This research is specifically done on the education sector of Pakistan. The variables studied in this research highlights the importance of work-family conflict in female employees that positively impact turnover intention. Though only one independent variable has been studied in this research work but that variable has a very crucial impact on the selected dependent variable which is also highlighted by this thesis results. This study is very helpful for human resource practices for other industries as well to minimize work-family conflict to retain employees. In order to retain female staff organization, have to initiate such policies that can reduce work-family conflict as much as possible.

Keywords: Work-family conflict, Turnover Intention, Lack of Family Support and Organizational Support.

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