



**THE IMPACT OF WORK-LIFE CONFLICTS ON  
ORGANIZATIONAL COMMITMENT: A CASE STUDY  
OF PERMANENTLY EMPLOYED FEMALE FACULTY  
AT PRIVATE UNIVERSITIES IN KARACHI**

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## **Abstract**

Various studies have been carried out to test the commitment of employees particularly women employees working in different organizations across countries. Also studies have been conducted to examine their Work-Life Conflicts. However there still exists a gap on gauging the association between employees' Work-Life Conflicts and their Organizational Commitment. This study has attempted to discover the effect of Work-life Conflicts on Organizational Commitment among female faculty at Private Universities in Karachi. To test association between the two variables, correlation was used. The results were further corroborated by the use of contingency table. The results of sample were used to draw conclusion for the whole population. The method which was employed for this purpose was t-test of correlation and chi-square test of association.

The study reveals that faculty members at private universities in Karachi have Time-Based Conflict but they do not have Strain-Based and Behavior-Based Conflict. The Female faculty at private universities have Affective, Continuance and Normative Commitment; also it has been observed that the mean value of the construct measuring Organizational Commitment shows that Affective commitment is highest in comparison to Continuance and Normative Commitment among female faculty at private universities in Karachi. Reasons have been identified for the said results through holding focus group interviews/Discussions. This study also reveals the relationship between two critical variables (i.e. Work-Life Conflicts and Commitment to the institution) and personal variables of female faculty at private universities in Karachi.

## Table of Contents

<b><u>ABSTRACT</u></b> .....	vi
<b><u>CHAPTER 1: INTRODUCTION</u></b> .....	1
<u>1.1 Introduction</u> .....	1
<u>1.1.1 Role of women</u> .....	1
<u>1.1.2 Women issues</u> .....	1
<u>1.1.3 Work-Life Balance</u> .....	2
<u>1.1.4 Work-life Conflicts</u> .....	3
<u>1.1.5 Organizational Commitment</u> .....	4
<u>1.1.6 Pakistan's Situation</u> .....	5
<u>1.2 Objectives of the Study</u> .....	5
<u>1.3 Significance of the Study</u> .....	6
<u>1.4 Limitations of the Study</u> .....	7
<b><u>CHAPTER 2: LITERATURE REVIEW</u></b> .....	9
<u>2.1 Literature Review</u> .....	9
<u>2.1.1 Global Perspective</u> .....	9
<u>2.1.2 National Perspective</u> .....	15
<u>2.2 Theoretical Framework</u> .....	16
<u>2.3. Hypotheses</u> .....	19
<b><u>CHAPTER 3: RESEARCH METHODOLOGY</u></b> .....	20
<u>3.1 Introduction</u> .....	20
<u>3.2 Research Statement</u> .....	20
<u>3.3 Research Design</u> .....	20

3.4 Research Instrument.....	2
3.4.1 Items for measuring organizational commitment.....	2
3.4.1.1 Affective Commitment Scale Items.....	2
3.4.1.2 Continuance Commitment Scale Items.....	2
3.4.1.3 Normative Commitment Scale Items.....	2
3.4.2 Items for Measuring Work-Life Conflicts.....	2
3.4.2.1 Family-Based Conflict Scale Items.....	2
3.4.2.2 Strain-Based Conflict Scale Items.....	2
3.4.2.3 Behavior-Based Conflict Scale Items.....	2
3.5 Population and Sample.....	2
3.6 Data Collection Procedure.....	2
3.7 Data Analysis.....	2
3.8 Organization of Research Study.....	2
<b><u>CHAPTER 4: STATISTICAL ANALYSIS</u></b> .....	2
4.1 Statistical Analysis.....	2
4.1.1 Reliability of the Organizational Commitment Scales and Work-Life Conflict Scales.....	2
4.2 Descriptive Statistics.....	3
4.3 Mean and Standard Deviation.....	3
4.4 Correlation.....	4
4.5 Analysis of Hypotheses.....	4
<b><u>CHAPTER 5: FINDINGS, CONCLUSION AND RECOMMENDATIONS</u></b> .....	5
5.1 Findings.....	5
5.1.1 Hypothesis 1.....	5
5.1.2 Hypothesis 2.....	5
5.1.3 Hypothesis 3.....	5

<u>5.1.4 Hypothesis 4</u> .....	55
<u>5.1.5 Hypothesis 5</u> .....	56
<u>5.1.6 Hypothesis 6</u> .....	56
<u>5.1.7 Hypothesis 7</u> .....	57
<u>5.1.8 Hypothesis 8</u> .....	58
<u>5.1.9 Hypothesis 9</u> .....	58
<u>5.2 CONCLUSION</u> .....	59
<u>5.2.1 Relationship between Work-life Conflict and Organizational Commitment</u> .....	59
<u>5.2.2 Relationship between Personal Variables, Work-Life Conflicts and Organizational Commitment</u> .....	60
<u>5.3 RECOMMENDATIONS</u> .....	61
<u>Bibliography</u> .....	62
<u>Appendices</u> .....	68
<u>Appendix A: Results of Chi- Square</u> .....	68
<u>Appendix B: Sample Questionnaire</u> .....	72