

Family-Work Conflict and the Intention to Quit among Hotel Employees in Sabah

Abstract

The purpose of this study is to examine the relationship between family-work conflict and intention to quit among employees of 5-star hotels in the surrounding area of Kota Kinabalu, Sabah, while discovering the mediation effect of organizational commitment. A total of 138 respondents collected for the statistical data requirement through questionnaires form to targeted respondents. Bootstrapping was conducted and data collected showed the result of mediating effects between family-work conflict, organizational commitment and intention to quit. However, it was found that most of the direct relationships between the researched variables were significantly supported. Convergent validity, discriminant validity, and hypothesis testing was conducted in matter to examine and justify the findings.