

**ANTECEDENTS AND CONSEQUENCES OF WORK-LIFE CONFLICT
AMONG FACULTY MEMBERS OF CAVITE STATE UNIVERSITY**

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ABSTRACT

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This study aimed 1) to determine the demographic profile of employees in Cavite State University in terms of age; gender; civil status; employment status, and length of service; 2) to determine the level of work-life conflict among faculty members of Cavite State University; 3) to determine the common antecedents of work-life conflict; 4) to determine the common consequences of work-life conflict; 5) to determine the significant difference in the antecedent of work-life conflict when respondents are grouped according to their demographic profile; and 6) to determine the significant difference in the consequence of work-life conflict when respondents are grouped according to their demographic profile.

The descriptive-correlational survey method was used in the study. The study covered the main and satellite campuses. A total of 280 faculty members were interviewed. The data were analyzed using descriptive statistics such as mean, frequency counts and percentage. On the other hand, Kruskal Wallis and Mann Whitney Test Statistics were used to determine the significant difference of antecedents and consequences of work-life conflict when respondents are grouped according to demographic profile.

Findings of the study revealed that most of the respondents are females which is single as job order, servicing the university for 5 years and below and at most 29 years and below of age. The level of work-life conflict of the faculty members are found

slightly influential and cause limited work-life conflict. Antecedents are found to have a moderate influence in the development of work-life conflict while consequences were found slightly common as a result of work-life conflict. The study also revealed that there is a significant difference between gender and antecedents as well as employment status and consequences of work-life conflict.