



**EFFECT OF WORK-FAMILY CONFLICT FACTORS ON EMPLOYEES' INTENTION TO QUIT JOB IN OGUN-OSHUN RIVER BASIN DEVELOPMENT AUTHORITY ABEOKUTA, OGUN STATE, NIGERIA**

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**ABSTRACT**

The study examined the effect of work-family conflict factors on employees' intention to quit job in Ogun-oshun river basin development authority Abeokuta, Ogun state, Nigeria. A simple random sampling technique was used to select 110 respondents for the study. Descriptive statistics and Pearson Product Moment Correlation were used to analyze the data. Results showed that the organization was dominated by males (51.8%) while majority (33.6%) fell below 30 years of age. Majority (77.3%) of the respondents were Christians while 58.2% were married and all the respondents had a form of tertiary education. About 22.7% of the respondents earned a monthly income above ₦70, 000 and 50.9% of them had within 1-5 years of work experience. The findings also showed that the major influence of strain on the employee is coming home too tired to do some of the things they'd like to do ( $\bar{x} = 2.66$ ), workers feeling they are working too hard on their job ( $\bar{x} = 2.49$ ). The major influence of time was that employees had to change their plan of family activities due to work related duties ( $\bar{x} = 2.99$ ), and their work takes up time they would like to spend with their family ( $\bar{x} = 2.93$ ). The major level of agreement for intention to quit is most of the employees are looking for new job ( $\bar{x} = 3.02$ ) and they don't plan to be in the organization longer ( $\bar{x} = 3.01$ ). Correlation analysis showed a significant relationship between gender ( $r = -0.252$ ,  $p < 0.05$ ) and intention to quit job, also a significant relationship between time ( $r = 0.368$ ,  $p < 0.05$ ) and employees' intention to quit job. It was concluded that gender and time played a significant role in work-family conflict on employees' intention to quit job'.

**Keywords:** Conflict, Employees, Intension, Quit, Work-Family.