



**FACTOR AFFECTING WORK-LIFE BALANCE  
AMONG EMPLOYEES IN JOHOR BAHRU**

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**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS**

**(INTERNATIONAL BUSINESS)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA, KAMPUS BANDARAYA MELAKA**

**JULY 2018**

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**Submitted in Partial Fulfilment of the  
Requirement for the  
Bachelor of Business Administration with Honours  
(International Business)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA, KAMPUS BANDARAYA MELAKA**

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## **DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(INTERNATIONAL BUSINESS)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA, BANDARAYA MELAKA  
“DECLARATION OF ORIGINAL WORK”**

I, NURUL ANIS FAIZAH BINTI MOHAMAD SHAH , (I/C Number : 951206-01-6010)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_  
(NURUL ANIS FAIZAH BINTI  
MOHAMAD SHAH)

Date: 9 JULY 2018

LETTER OF TRANSMITTAL

The Head of Program

Faculty of Business Administration

University Technology of Mara

110 Off Jalan Hang Tuah

75300 Melaka

July, 2018

Dear Madam,

**SUBMISSION OF FINAL PROJECT PAPER**

With reference to the above matter, enclosed here is the research paper entitled **“FACTOR AFFECTING WORK-LIFE BALANCE AMONG EMPLOYEES IN JOHOR BAHRU”**.

This research paper is a partial requirement for the fulfilment of Bachelor of Business Administration with Honours (International Business). The objective of the study being conducted is to study of workload, organizational support and role conflict influence work-life balance. Hopefully, this report meets your requirement and expectation. Thank you.

Your Sincerely,

Nurul Anis Faizah Binti Mohamad Shah

2015134689

Bachelor of Business Administration (Hons) International Business

## **ABSTRACT**

The purpose of this study is to determine the relationship between workload, organizational support and role conflict towards employees in Johor Baru work-life balance. The study involves the problem on what factor that affecting work-life balance and whether the three independent variables is significant. The targeted population is local employees who are currently working in Johor Bahru and the sample in this study covered 310 respondents from the total population. The sample was selected through convenience sampling. From 310 questionnaire distributed, only 292 questionnaire were usable.

The method use in this study are reliability analysis, descriptive statistics, correlational analysis and regression analysis. The data is analyses using SPSS software version 14. The results shows that all of the independent variable which is workload, organizational support and role conflict has a significant relationship with work-life balance. The most significant factor that affect work-life balance among employees in Johor Bahru is organizational support with 0.278.