



**WORK LIFE BALANCE AND JOB SATISFACTIONS**

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**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA**

**MELAKA**

**January 2019**

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**Submitted in Partial Fulfillment of the  
Requirement for the  
Bachelor of Business Administration with Honors (Human Resource  
Management)**

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## **DECLARATION OF ORIGINAL WORK**



### **BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”**

I am Muhammad Asyraf Bin Su'eb (I/C Number: 940828105495)

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 our independent work and investigation except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: *Asyraf*

Date: January 2019

## **LETTER OF SUBMISSION**

JANUARY 2019

**DR. IRZAN ISMAIL**

Project Paper Advisor

Faculty of Business Management

Universiti Teknologi MARA

No. 110, Off Jalan Hang Tuah

75300, Melaka

Dear Sir,

### **SUBMISSION OF FINAL REPORT**

Enclosed herewith is a thesis entitled “**WORK LIFE BALANCE AND JOB SATISFACTIONS**”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

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**MUHAMMAD ASYRAF BIN SU'EB**

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## **ABSTRACT**

Job satisfaction could simply be defined as how employees feel about their jobs. Thus, in view of the importance of work-life balance, this study examined its role to influence towards employee job satisfaction. A sample of 145 respondents is collected from healthcare service provider in Muar. Based on results, it was found social support and motivation (H2 and H4) have significant relationship towards job satisfaction. Meanwhile, working environment and work family conflict (H1 and H3) showed no significant relationship towards employee job satisfaction. The results of the study verify it is vital for organizations to critically reevaluate and improvise the policy, process and standard operating procedure that will influence crucially towards employee job satisfactions. For future research we suggest to add more dimensions of job satisfaction and to widen the group of the population for more rigorous findings.

**Keywords:** Work life balance, job satisfaction, working environment, social support, work family conflict, motivation