



**FLEXIBLE WORK ARRANGEMENT PRACTICES IN
ACHIEVING WORK-LIFE BALANCE:
A CASE STUDY IN SEMICONDUCTOR COMPANY
BASED IN MELAKA**

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DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA

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- 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: _____

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LETTER OF SUBMISSION

6th January 2014

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA
75300 Jalan Hang Tuah
MELAKA

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “FLEXIBLE WORK ARRANGEMENT PRACTICES IN ACHIEVING WORK-LIFE BALANCE: A CASE STUDY IN SEMICONDUCTOR COMPANY BASED IN MELAKA” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely

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ABSTRACT

This study is an attempt to address the relationship of flexible working arrangement practices in achieving work-life balance among employees in Semiconductor Company based in Melaka. There were 84 respondents from different category of job among executive and above level employees in respective company took part in the survey. Since the researcher had considered possibility of incomplete or unreturned questionnaire, 100 questionnaires were distributed and the researcher managed to use 84 respondents for the result findings.

A questionnaire was used as the main data collection method. Pearson Coefficient Correlation analysis was used to find direction and strength of correlation between each dependent and independent variables. The result analysis showed that there is only one independent variable that has significant relationship towards work-life balance. Telecommuting and job sharing are shown not significant towards the work-life balance. The reasons why the telecommuting and job sharing is not significant have been explained detail in the conclusion. Besides that, the study shows that there is a significant relationship between flexible working hour and work-life balance.

In order to encourage the future study in this area, the researcher stated a few recommendations. It highlighted the ideas to conduct better study in the future for the organization as well as for the future researchers.