

The background of the entire cover is an abstract, high-energy image. It features a blurred figure of a person, likely a runner, in motion. The figure is overlaid with vibrant, streaky light trails in shades of teal, blue, and orange, creating a sense of speed and dynamic movement. The overall composition is energetic and modern.

INTERNATIONAL GRADUATE COLLOQUIUM

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SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING

COLLOQUIUM PROCEEDINGS

EXTENDED ABSTRACT

EDITOR | ADAM LINOBY

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND JOB PERFORMANCE IN MANUFACTURE SPORTS APPAREL AT RAMATEX TEXTILES INDUSTRIAL

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I. INTRODUCTION

Work-life balance plays a crucial role in employee well-being and overall organizational success. In Malaysia, work-related challenges have become increasingly evident, affecting both productivity and job satisfaction. Malaysia has one of the highest voluntary turnover rates in Southeast Asia, with 6.0% and the third highest voluntary turnover rate of 9.5% in Southeast Asia [1]. Additionally, Malaysia ranks as the second worst for work-life balance due to long working hours, low wages, and minimal statutory leave, leading to a decline in employee well-being and job satisfaction [2]. This poor work-life balance further contributes to anxiety, depression, burnout, and reduced productivity, ultimately harming both individual well-being and overall organizational performance. Addressing these issues is crucial for developing a more sustainable and productive workforce [3].

II. METHODS

A simple random sampling method was employed to select 331 employees at Manufacture Sports Apparel. Survey questionnaires assessed work-life balance and job performance after ethical approval and participant briefing. Inferential analysis, specifically the Pearson Correlation method, to analyze the relationship between work-life balance and job performance among employees at Manufacture Sports Apparel in Ramatex Textiles Industrial.

III. RESULTS AND DISCUSSION

A. Work-Life Balance

This study evaluates work-life balance through three key variables: Time Balance, Involvement Balance, and Satisfaction Balance. The results indicate that Time Balance has the highest mean score (3.22), followed closely by Involvement Balance (3.21) and Satisfaction Balance (3.17). The standard deviation values range between 0.615 and 0.646, suggesting moderate variation in responses. A reliability analysis (Cronbach's Alpha) of 0.721 confirms acceptable internal consistency in the dataset. These findings highlight the need for improved strategies to enhance work-life equilibrium, ensuring better employee engagement and satisfaction.

B. Job Performance

This study examines job performance through statistical analysis, focusing on its mean score and variability. The findings indicate a mean score of 3.19, reflecting a moderate level of job performance among respondents. The standard deviation (SD) of 0.523 suggests relatively low variation in responses, indicating consistency in how participants perceive their job performance. The reliability analysis (Cronbach's Alpha) of 0.639 denotes an acceptable level of internal consistency, though slightly below the ideal threshold of 0.7. These results emphasize the need for further assessment of work-related factors influencing job performance to enhance productivity and employee effectiveness.

C. The Relationship Between Work-Life Balance and Job Performance among employees at Manufacture Sports Apparel in Ramatex Textiles Industrial

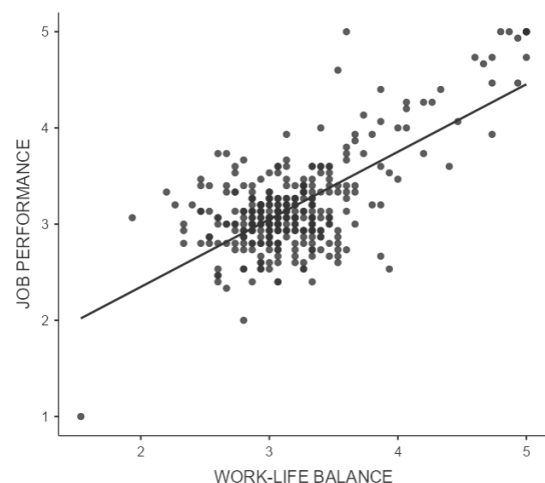


Fig. 1 A scatterplot that shows the relationship between work-life balance and job performance.

This study investigates the correlation between work-life balance and job performance using Pearson's correlation analysis. The results indicate a positive correlation ($r = 0.69$), suggesting a strong relationship between these two variables. The significance level ($p < 0.001$) confirms that the correlation is statistically significant, reinforcing the hypothesis that improved work-life balance enhances job performance. The

sample size ($n = 338$) provides a robust dataset for reliable analysis. These findings emphasize the need for workplace policies that promote work-life balance, ultimately improving job performance and employee well-being.

IV. CONCLUSIONS

The findings of this study confirm there is a significant relationship between work-life balance and job performance among employees in the manufacture of sports apparel at Ramatex Textiles Industrial. The statistical analysis supports the concepts that employees who experience better work-life balance tend to perform more effectively in their roles, highlighting the importance of maintaining balance between professional and personal life. A strong positive correlation suggests that factors such as flexible working arrangements, fair wages, and sufficient leave policies can enhance job satisfaction, reduce stress, and ultimately improve overall productivity.

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