



**“THE FACTOR AFFECTING WORK LIFE BALANCE
AMONG STAFF IN MAJLIS PERBANDARAN KULAI”**

**NURUL SYAFIQAH BINTI RAMLI
2014669952**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MALACCA CITY CAMPUS**

JULY 2017

DECLARATION OF ORIGINAL WORK



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

**“THE FACTOR AFFECTING WORK LIFE BALANCE AMONG STAFF IN
MAJLIS PERBANDARAN KULAI”**

I, Nurul Syafiqah Binti Ramli,

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: _____

Date: JULY 2017

ACKNOWLEDGEMENT

In the name of Allah most Merciful and most Compassionate.

Assalammualaikum warahmatullah hiwabarakatuh.

I express our thanks to Allah, our constant help and provider and without whose help, I will not able to accomplish writing this research study.

Firstly, I would like to express my thousand thanks to Miss Norshiba binti Norhisham my first advisor and second advisor En. Nurazree Bin Mahmud for this invaluable assistant and advice, important ideas and suggestion towards the end of the study. Without they guidance, much of the information contain in this research study would disarrayed.

Secondly, thanks to my supervisor, En Muhammad Bin Abdullah. Without his help, I would not have been able to complete this study. Thank a lot for En Faris Bin Nor Azmi and En Syamsol Bin Dol generously cooperate and supply of relevant document and materials needed in this study. Special thanks own to the entire person at Majlis Perbandaran Kulai and also others staffs from another company who directly or indirectly in completing this study.

Last but not least, I wish to convey my deepest appreciation to my family, friends and colleagues for their ideas, suggestions and co-operation in completing this research study. Thank You.

ABSTRACT

In millennium, work life balance is one of the hot issues among a employees. Public sector employees are one of the sectors involved in managing this issue. According to Varshney and Jain (2016), work life balance is a concept including proper managing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of lifestyle choice by the employee. The unstable work life balance may affect the family and performance of employee. Therefore, this study was conducted to analyse the factor that affecting work life balance. The research objective are examining the relationship between job satisfaction and work life balance among staff in Majlis Perbandaran Kulai, examining the relationship social support and superior relationship and work life balance among staff in Majlis Perbandaran Kulai, examining the relationship between benefit, reward and recognition and work life balance among staff in Majlis Perbandaran Kulai and examine the dominant factor that affecting work life balance among staff in Majlis Perbandaran Kulai. In order to achieve this all objective, the research were distribute 150 questionnaire to all staff in Majlis Perbandaran Kulai and 88 questionnaire were return. The data were analysed by using Reliability Test, Descriptive Statistics and Pearson Correlation Analysis. The result revealed that there is weak positive significant relationship between job satisfaction and social support and superior relationship to work life balance. The independent variable on benefit, reward and recognition has no relationship with work life balance. However, the result highlighted job satisfaction is the domain factor that affecting work life balances.

TABLE OF CONTENTS

	Page
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF SUBMISSION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENT	v-vii
LIST OF TABLES	viii
LIST OF FIGURE	ix
ABSTRACT	x
CHAPTER 1: INTRODUCTION	
1.1 Introduction	1
1.2 Background of Study	1-4
1.3 Background of the Company	4
1.4 Problem Statement	5-6
1.5 Research Question	7
1.6 Research Objectives	7-8
1.7 Significant of Study	8
1.7.1 To employees	8
1.7.2 To Majlis Perbandaran Kulai	8
1.7.3 To University Technology of Mara (UiTM)	8
1.7.4 To Researcher	9
1.8 Scope of the Study	9
1.9 Limitation of the Study	9
1.9.1 Time constraint	9
1.9.2 Data constraint	9-10
1.9.3 Respondent constraint	10
1.10 Definition of Term	10
1.10.1 Work Life Balance	10
1.10.2 Job Satisfaction	10
1.10.3 Social support and Superior Relationship	11