



**FACTORS THAT AFFECTING THE WORK LIFE BALANCE AMONG  
FEMALE EMPLOYEES**

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## **DECLARATION OF ORIGINAL WORK**



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**”DECLARATION OF ORIGINAL WORK”**

I, Nursyafiqah Binti Norhazizi,

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 question marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: 24<sup>th</sup> July 2020

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## **ABSTRACT**

### **FACTORS THAT AFFECTING THE WORK LIFE BALANCE AMONG FEMALE EMPLOYEES**

Work life balance topics have risen with the increasing levels of stress and insecurities of life. Most of the employees are trying to look for solutions to help them in stabilize their work life and their personal life. Some researchers found out that work life balance can lead to positive outcomes. Most of female employees are playing double role which are at the workplace and at their home, and it is hard for them to manage. Hence, this research studied about the factors that affect the work life balance among female employees. The dependent variable is work life balance while the independent variables included are family life, working environment and job satisfaction. The population of study is 190 which is the total number of female employees in IT department and Human Resource department from RHB Complex Bangi and the sample from the population is 127. In order to achieve the objective of the study, a questionnaire was being given out to the respondents and 127 female employees were participated in this study. The data from the study were being analysed by using Statistical Package for Social Science (SPSS) version 26.0 that included descriptive analysis, reliability test, descriptive statistical analysis, Pearson's correlation and multiple regression analysis. From the study, it shows that all the independent variables which are family life, working environment and job satisfaction show positive relationship with work life balance, show presence of significant values and the entire hypothesis are accepted. It can be conclude that all the independent variables have a positive relationship with work life balance.

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