

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND THE QUALITY OF LIFE AMONG EMPLOYEES STUDYING PART-TIME

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ABSTRACT

This study investigates the connection between quality of life and work-life balance for workers who are also part-time students. A thorough literature analysis shows that happiness and well-being are highly influenced by striking a healthy balance between work obligations, educational goals, and personal obligations. The goal of the research is to identify the factors, such as work-family enrichment and family-work conflict, that influence the quality of life of part-time employees. Research indicates that a healthy work-life balance can boost job satisfaction, academic achievement, and personal fulfillment. Conversely, a poorly balanced work-life schedule can result in stress, burnout, and strained relationships. This study highlights the significance of organizational support, flexible work schedules, and specialized training programs in enhancing results for part-time workers. It does this by utilizing quantitative and qualitative approaches to gain insights into these dynamics. There are suggestions given for companies and educational establishments to establish a work-life balance-friendly atmosphere, which will enhance the general standard of living for workers juggling their two jobs and their studies.

Keywords: *Work-Life Balance, Work-Family Conflict, Family-Work Conflict, Work-Family Enrichment, Family-Work Enrichment, Quality of Life, Employees Studying Part Time*

INTRODUCTION

According to Dyg Siti Nurshamira Awg Talip, (2021), the US Department of Education reports that more than 78% of undergraduate students work an average job of 30 hours per week and a quarter of their full-time students also work full-time Dumbauld, (2019). Furthermore, the majority of their students work because their studies are connected to their responsibilities. In addition, Dyg Siti Nurshamira Awg Talip, (2021) reports that the research by HSBC in 2014 found that 66% of Malaysian students worked while they were in school, "Nine out of 10 Malaysian Students Work While Studying: HSBC Survey," (2018). These results demonstrate that the majority of students, both in Malaysia and globally, work while they are enrolled in classes. This trend may be the result of the necessity to work with more knowledge and efficiency.

Furthermore, since it is now more important than ever to acquire new skills and information to advance in one's current position and receive a pay raise, more people are seeking higher qualifications. According to Dyg Siti Nurshamira Awg Talip's (2021) the Malaysian government intends to improve higher education by expanding the availability of distance learning programs, enhancing alternatives for ongoing education, and permitting more undergraduate students to pursue part-time courses. "Seven Public Universities Provide Working Adult Courses" (2016). In addition, many organizations support their employees to further their studies.

Part-time students face many problems in addition to the many advantages of studying while working. Specifically, part-time students are more likely to be employed and have a family, which makes it more difficult for them to balance several responsibilities in their lives Adolphus, (2019). According to Dyg Siti Nurshamira Awg Talip, (2021) also, research by Martinez et al. (2013) states that full-time doctoral students are striving to gain a balance of school work by balancing their time, needs, and responsibilities, seeking well-being, and the need for family and institutional support. These findings suggest that single doctoral students without children and families face more challenges in getting work balance than their peers with families. This could be because a single student does not receive the same kind of support from a family or spouse. It further demonstrates how the domain of family work enrichment influences a single doctorate student's schoolwork-life balance.

Therefore, studying part-time while working can affect the quality of life of an employee and simultaneously a student. Past research by Greenhaus et al. (2003) states that compared to employees involved in balancing both work and non-work responsibilities, employees who focus more on non-work responsibilities will have a greater quality of life. Additionally, those who prioritize their work obligations over their obligations will lead better lives than balanced individuals. Thus, among employees today, particularly those who have obligations outside of their employment, work-life balance is a critical concern. Thus, among employees who are part-time students, this study examined the relationship between work-life balance and quality of life. The present study will employ Noda's (1980) Spillover Theory to examine the relationship between work-life enrichment and quality of life, as well as the many facets of the relationship between work and family conflicts.

Questionnaire

All participants who are ready to participate signed an informed consent form that was built into bilingual consisting of Malay and English. Therefore, the questionnaire is divided into 3 sections, namely Part A: Demographic Profile, Part B: Work-Life Balance, and Part C: Quality of Life. There are 10 questions in Part A which are (1) gender, (2) age, (3) marital status, (4) distance of residence from UiTM campus, (5) years of study, (6) average number of courses taken per semester, (7) employment status, (8) occupational, (9) years of work experience, and (10) average hours worked per week. Part B included the variables of (1) work-family conflict, (2) family-work conflict, (3) work-family enrichment, and (4) family-work enrichment. Besides that, Part C is related to quality of life. The questionnaire uses the 5-Likert Scale and multi-response answers. There are seven scales which are scale 1 – strongly disagree; 2 disagree; 3 - neutral; 4 - Agree, and 5 - strongly agree.

METHODOLOGY

This research employs a quantitative survey design to examine the relationship between work-life balance and the quality of life among employees studying part-time at UiTM Shah Alam. There are some inclusion and exclusion criteria that have been set up for this study. For inclusion, respondents are only being considered in this study if they actively registered as students for the ongoing semester and are working in the meantime. Additionally, the respondents are only applicable for part-time students who are studying part-time at UiTM Shah Alam. On the other hand, full-time and part-time students who were inactive, unemployed, and deferred during this study were excluded.

Participants

The employees refer to sports undergraduates and postgraduates from UiTM based on their respective employment status. The researcher obtained sample information from an online questionnaire and selected the sample through purposive sampling. This is because the study is only representative of males and females. Plus, the participants range age between 20 to 50 years. A total of 100 sports undergraduates and postgraduates participated as respondents with 58 working in the government sector, 29 working in the private sector, 11 working as self-employed, and 2 unemployed.

Instrumentation

The equipment was chosen to measure the positive or negative influence using the Alpha Cronbach value. Devellis (2011) states that a score of 0.7 or higher for Alpha Cronbach is regarded as desirable. The effects of work-family conflicts and spillovers will also be determined using multiple regression analysis. One research tool that will be used in this study is a questionnaire. Each element inside the tool has been meticulously designed to correspond with the research goals. Each of the 100 respondents received the instrument to evaluate the quantitative results. The survey data is being analysed using the Statistical Package for the Social Sciences (SPSS) version 27.0.

Pilot Test

The pilot test utilizes reliability tests, particularly "Cronbach's Alpha" coefficient technique, to validate respondents' understanding of the questions asked. This test aims to ensure the questionnaire's reliability before commencing the actual research, assessing how well respondents comprehend it. An initial validity and consistency check is incorporated into the research instrument through the pilot test. Researchers now have access to completed questionnaires for conducting reliability analyses. Overall, survey participants demonstrated a strong understanding of the questions.

Reliability Test

To ensure the accuracy and consistency of the measures used in this study, a reliability test was conducted. The consistency of each instrument was evaluated using Cronbach's Alpha, where a value closer to 1.0 indicates higher internal consistency. According to Chua (2012), as cited in Hisham (2013), reliability in research refers to the ability to obtain the same results when measurements are repeated.

The reliability assessment follows the Cronbach's Alpha value interpretation guidelines suggested by Hair et al. (2007), as cited in Nozri (2013). The threshold values for Cronbach's Alpha and their corresponding strength of association are presented in Table 1.

Table 1: Interpretation of Cronbach's Alpha Values

Alpha Coefficient Range	Strength of Association
< 0.60	Poor
0.60 – < 0.70	Moderate
0.70 – < 0.80	Good
0.80 – < 0.90	Very Good
≥ 0.90	Excellent

Note. Adapted from Hair et al. (2003), *Essentials of Business Research Methods*.

RESULT AND DISCUSSION

A Spearman's rank-order correlation was conducted to assess the relationship between Quality of Life Balance and Work-Life Balance (Work-Family Conflict). Results indicated a statistically significant negative correlation, $\rho (100) = -.526$, $p < .001$. This suggests that as Work-Family Conflict increases, Quality of Life Balance decreases.

Table 2: Spearman's Rank-Order Correlation Between Quality of Life Balance and Work-Life Balance

Variable	1	2
1. Quality of Life Balance	1.00	-.526**
2. Work-Life Balance (Work-Family Conflict)	-.526**	1.00

Note. $N = 100$. $p < .01$ (2-tailed).

The Spearman's Rho correlation test results show a substantial association between Quality of Life Balance and Work-Life Balance (Work-Family Conflict). The results of Table 2 indicate that there is a substantial correlation between the Work-Family Conflict and Quality-of-Life Balance variables, with a significance level (Sig. 2-tailed) of 0.001 (< 0.05). Furthermore, the correlation coefficient is negative (-0.526), indicating a moderate monotonic decreasing relationship between the two variables.

Ha1: There is a Significant Correlation Between Work-Family Conflict and the Quality of Life Among Employees Studying Part-Time

The alternative hypothesis (H_{a1}) is accepted when examining the results of Spearman's rho correlation test and the formulation presented in Table 2. The predetermined threshold for this study, set at 0.05 or lower, is not met by the attained significance level of 0.001, which serves as the basis for this conclusion.

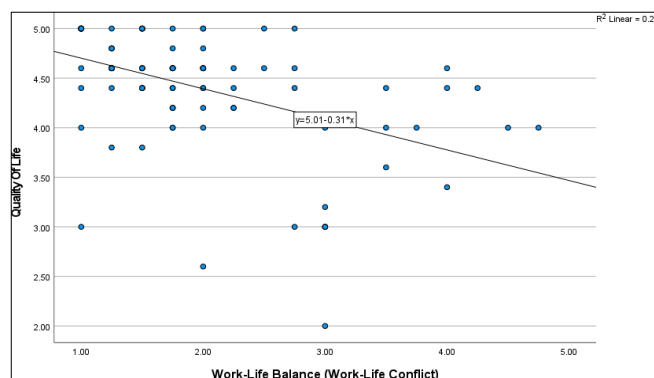


Figure 1. Illustrates the Spearman's Rho Correlation Between Work-Family Conflict and Quality of Life

A Spearman's rank-order correlation was conducted to examine the relationship between Quality of Life Balance and Work-Life Balance (Family-Work Conflict). The results showed a statistically significant negative correlation, $\rho (100) = -.540, p < .001$. This suggests that as Family-Work Conflict increases, Quality of Life Balance decreases.

Table 3: Spearman's Rank-Order Correlation Between Quality of Life Balance and Work-Life Balance (Family-Work Conflict)

Variable	1	2
1. Quality of Life Balance	1.00	-.540**
2. Work-Life Balance (Family-Work Conflict)	-.540**	1.00

Note. $N = 100$. $p < .01$ (2-tailed).

The results of the Spearman's Rho correlation test indicate a significant relationship between Work-Life Balance (Family-Work Conflict) and Quality of Life Balance. As shown in Table 3, the significance level (Sig. 2-tailed) is 0.001 (< 0.05), supporting the conclusion that the Family-Work Conflict variable has a significant association with the Quality-of-Life Balance variable. Furthermore, the correlation coefficient is negative (-0.540), indicating a simple moderate monotonic decreasing relationship between the two variables.

Ha2: There is a Significant Correlation Between Family-Work Conflict and the Quality of Life Among Employees Studying Part-Time

The alternative hypothesis (Ha2) is accepted when examining the results of Spearman's rho correlation test and the formulation presented in Table 3. The predetermined threshold for this study, set at 0.05 or lower, is not met by the attained significance level of 0.001, which serves as the basis for this conclusion.

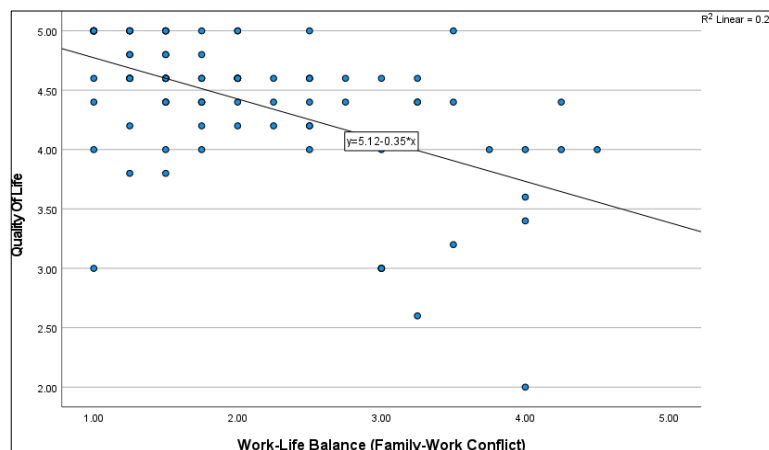


Figure 2. Illustrates the Spearman's Rho Correlation Between Family-Work Conflict and Quality of Life

A Spearman's rank-order correlation was conducted to examine the relationship between Quality of Life Balance and Work-Life Balance (Work-Family Enrichment). The results showed a statistically significant positive correlation, $\rho (100) = .449, p < .001$. This suggests that as Work-Family Enrichment increases,

Table 4: Spearman's Rank-Order Correlation Between Quality of Life Balance and Work-Life Balance (Work-Family Enrichment)

Variable	1	2
1. Quality of Life Balance	1.00	.449**
2. Work-Life Balance (Work-Family Enrichment)	.449**	1.00

Note. $N = 100$. $p < .01$ (2-tailed).

The Spearman's Rho correlation test results show a strong link between Quality of Life Balance and Work-Life Balance (or Work-Family Enrichment). The results of Table 4 indicate that there is a substantial correlation between the Work-Family Enrichment and Quality-of-Life Balance variables, with a significance level (Sig. 2-tailed) of 0.001 (< 0.05). Furthermore, the correlation coefficient is positive (0.449), indicating a weak monotonic increasing relationship between the two variables.

Ha3: There is a Significant Correlation Between Work-Family Enrichment and the Quality of Life Among Employees Studying Part-Time

The alternative hypothesis (H_{a3}) is accepted when examining the results of Spearman's rho correlation test and the formulation presented in Table 4. The predetermined threshold for this study, set at 0.05 or lower, is not met by the attained significance level of 0.001, which serves as the basis for this conclusion.

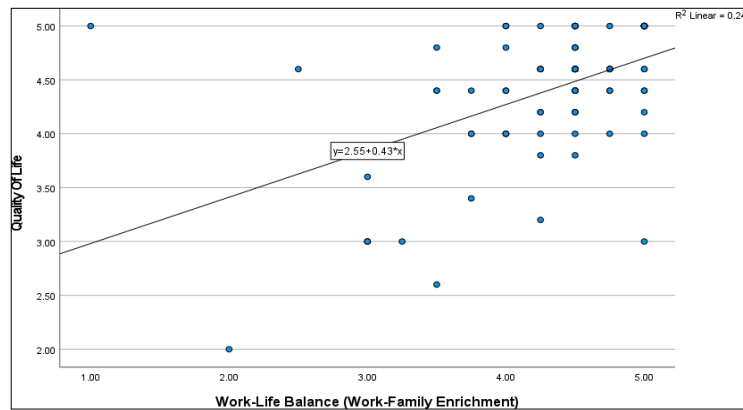


Figure 3. Illustrates the Spearman's Rho Correlation Between Work-Family Enrichment and Quality of Life

A Spearman's rank-order correlation was conducted to examine the relationship between Quality of Life Balance and Work-Life Balance (Family-Work Enrichment). The results showed a statistically significant positive correlation, $\rho(100) = .581$, $p < .001$. This suggests that as Family-Work Enrichment increases,

Table 5: Spearman's Rank-Order Correlation Between Quality of Life Balance and Work-Life Balance (Family-Work Enrichment)

Variable	1	2
1. Quality of Life Balance	1.00	.581**
2. Work-Life Balance (Family-Work Enrichment)	.581**	1.00

Note. $N = 100$. $p < .01$ (2-tailed).

The Spearman's Rho correlation test results show a strong link between Quality of Life Balance and Work-Life Balance (Family-Work Enrichment). As shown in Table 5, the significance level (Sig. 2-tailed) is 0.001 (< 0.05), supporting the conclusion that the Family-Work Enrichment variable has a significant association with the Quality-of-Life Balance variable. Furthermore, the correlation coefficient is positive (0.581), indicating a moderate monotonic increasing relationship between the two variables.

Ha4: There is a Significant Between Family-Work Enrichment and the Quality of Life Among Employees Studying Part-Time

The alternative hypothesis (H_{a4}) is accepted when examining the results of Spearman's rho correlation test and the formulation presented in Table 5. The predetermined threshold for this study, set at 0.05 or lower, is not met by the attained significance level of 0.001, which serves as the basis for this conclusion.

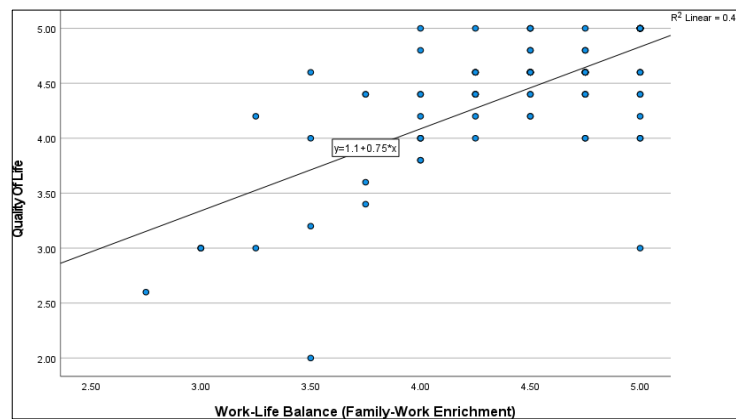


Figure 4. Illustrates the Spearman's Rho Correlation Between Family-Work Enrichment and Quality of Life

Summary

The study's results indicate that there is a substantial relationship between part-time employees' quality of life and work-life balance, as determined by statistical tests conducted for analysis. The study findings indicate a significant relationship between Quality of Life and Work-Life Balance among part-time employees. The statistical analyses demonstrate that Work-Family Conflict and Family-Work Conflict negatively impact Quality of Life, whereas Work-Family Enrichment and Family-Work Enrichment contribute positively to Quality of Life Balance.

CONCLUSION

In conclusion, this study emphasizes the importance of reducing Work-Family Conflict and enhancing Family-Work Enrichment to improve the Quality of Life among employees pursuing part-time education. The strong correlation between Work-Life Balance and Quality of Life suggests that part-time employees experience negative spillovers from Work-Family Conflict but positive benefits from Work-Family Enrichment.

As a result, businesses should adopt more flexible work arrangements and supportive work environments to accommodate part-time employees. Additionally, academic institutions can play a crucial role by offering online or weekend programs to better support working students.

Ultimately, this study provides valuable insights into the interplay between Work-Life Balance and Quality of Life, contributing to a broader understanding of the challenges and benefits experienced by part-time employees.

CONFLICT OF INTEREST

This study has no conflicts of interest with any agency or organization that could potentially impact the findings or interpretation. Furthermore, there were no financial resources allocated to support this project.

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