

**WORK SCHEDULE FLEXIBILITY AS A CONTRIBUTOR  
TOWARDS EMPLOYEE WORK PERFORMANCE AT  
SWINBURNE UNIVERSITY SARAWAK CAMPUS**

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## ABSTRACT

The purpose of this study was to find out the work schedule flexibility factors as a contributor towards employee work performance among lecturers in Swinburne University Sarawak Campus, Kuching. The issue of work schedule flexibility nowadays become a vital and needed work arrangement to increase the work performance of an each employee at workplace.

A total of 108 academic staffs or lecturers were spotted to answer the questionnaires consisted three sections which were demographic background, the work schedule flexibility factors (job stress, family interference and work-life balance) and employee work performance. The questionnaires were collected using convenience sampling technique which all the respondents were available at that mean time. From the data analyzed, it was found that there is a significant relationship between work schedule flexibility and employee work performance (Job stress:  $r=.567$ ,  $p<0.05$ . Family interference:  $r=.466$ ,  $p<0.05$ . Work-life balance:  $r=.442$ ,  $p<0.05$ ). Furthermore, the result also reported that family interference factor was the highest factor of work schedule flexibility in Swinburne University Sarawak Campus, Kuching ( $M=4.26$ ,  $SD=.504$ ).

However, this study limited to academic staff or lecturers in Swinburne University Sarawak Campus and only use questionnaires to collect data. From the findings, it can be concluded that the work schedule flexibility factors does affect the employee work performance among the lecturers in Swinburne University Sarawak Campus, Kuching.

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# **CHAPTER 1**

## **INTRODUCTION**

This chapter would describes the background of the study, statement of problems, research objectives, research questions, significance of study, limitations of study and definition of terms.

### **Background of Study**

Work schedule flexibility or flexible working hours nowadays are common and well practised in the western countries to lessen the traffic congestion compared to Asian countries (Subramaniam et. al., 2010). Other than that, work schedule flexibility is also being implemented to balancing the employee's work and family matter especially to the career women. According to Nurhamiza, Siganul and Ooi (2014), they believe that work schedule flexibility will be valued by the employees that need to juggle their personal and work life in Malaysia.

Currently the flexibility in working hours is needed in every management. According to Nurhamiza, Siganul and Ooi (2014), organizations in Malaysia should offer alternative work options like flexible work hours to fulfil their employee's need and also the work environment. Not only for government offices, but business organizations also may implement this offer. According to Kattenbach, Demerouti and Nachreiner (2010), it has become an increasingly widespread phenomenon in all areas of business. As it becomes a phenomenon, the work schedule flexibility is crucial for facing the challenges of organizations today.