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EXTENDED ABSTRACT

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The Relationship Between Work-Life Balance and Job Satisfaction Among Employees at Jabatan Belia dan Sukan Wilayah Persekutuan Kuala Lumpur (JBSN WPKL)

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I. Introduction

Work-life balance (WLB) and job satisfaction (JS) are key factors to assess employee well-being and organisational performance. Sports organisations working in the field of public sectors often subject their staff to unequal timeframes, and event-related pressures, thus, having the potential of interfering with personal life and degrading workplace satisfaction [1]. Subsequently, the current study will look at the connection between WLB and JS in the employees of Malaysia Department of Youth and Sports of the federal territory of Kuala Lumpur (JBSN WPKL).

II. Methods

The design adopted was a quantitative correlational design. The operationalization of data collection was through the use of structured questionnaires where the Work-life balance Scale [2] and the Spector's Job Satisfaction Survey [3] were used. 83 responses were retrieved, and after data cleaning, 81 valid cases were obtained. To determine the relative amounts of Work-Life Balance (WLB) and Job Satisfaction (JS), descriptive types of statistical methods were used; Pearson product-moment correlation analysis was followed to determine the relationship between these two constructs.

III. Results and Discussion

A. Work-Life Balance

The employees indicated a moderate amount of WLB, work-personal life enhancement (WPLE) had the highest value (M = 3.43) and personal life interference with work (PLIW) the lowest value (M = 2.44) [2].

B. Job Satisfaction

Job satisfaction was determined to be moderate-to-high (M = 3.69, SD = 0.518) consistent with earlier studies that highlighted job characteristic and communication as key predictors [3] [4].

C. Relationship Between Work-Life Balance and Job Satisfaction

The correlation analysis performed by Pearson revealed that there was an important moderate positive correlation between WLB and JS (r = 0.476, p < 0.001). This indicates that employees who achieve better balance between work and personal life are more likely to report higher levels of job satisfaction.

The current results are consistent with the literature. Stated that workers who are exposed to favourable work-life policies have high levels of satisfaction and engagement [5]. Also established that flexible working practices along with healthy organisational support significantly increase job satisfaction [6]. Comparing the contextual factors in the analysis of the Malaysian context involving the public sector [7] found WLB to have a strong predictive effect on the forecast of JS amongst the government officers, but job stress had an adverse effect.

The current study supports the theoretical model that work-life balance has a positive influence on job satisfaction [2] [3] and hence the null hypothesis (H^0) was rejected. In addition, the results highlight the importance of organizational policy enabling work-life balance, which fits the Social Exchange Theory [8]. As per this theory, the positive affective consequences of organizational fairness and support are reciprocated by the employees, including increased job satisfaction.

TABLE I
PEARSON CORRELATION ANALYSIS

Variable	Job Satisfaction
Work-Life Balance	
Pearson Correlation	0.476
Sig. (2 tailed)	< 0.001
n	79

IV. Conclusions

The current research provides empirical data revealing that work-life balance has a strong impact on job satisfaction in the employees of a Malaysian sports organization operating in the field of the public sector. The results highlight the importance of

flexible working schedules, conducive managerial decisions, and organizational values that foster the welfare of the employees. Research that is done in future should expand its area of study into other organizations and explore other variables such as stress, type of leadership and organizational support.

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