

THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND
ORGANIZATIONAL COMMITMENT AMONG STAFFS IN JABATAN
KEMAJUAN MASYARAKAT (KEMAS) AT AYER KEROH, MALACCA

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ABSTRACT

Nowadays, the elements in the work life balances have the potential significant to generate organizational commitment. It has a potential to improve employee morale, reduce absenteeism and improved employee commitment and productivity. Besides that, in work life balance gives awareness to the employee to gain objective and achieve goal of the organization. There are four elements that consist in work life balance which is telecommuting, maternity leave, flextime and childcare. Organizational commitment have a positive impact towards the employees' retention intention. In order to build high commitment among the employees it is very essential for them to feel belong on the organization. On the other hand, while there was no work life balance was apply in the organization, it will decreased the employee job satisfaction, indirectly it will increased the staff turnover, absenteeism, lower performance, job stress level and intention to leave the organization. There are three elements of organizational commitment which is effective commitment, continuance commitment and normative commitment. Therefore, this study is to carry out the relationship between work life balance toward organization commitment at Jabatan Kemajuan Masyarakat (KEMAS), Ayer Keroh, Melaka. In order to identify the relationship between these variables, 100 sets of questionnaire has been distributed among staffs at this organization.

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CHAPTER 1

INTRODUCTION

This chapter consists of, background of the study, problem of statement, research objective, research question, significant of study, limitation of study and definition of term.

Background of the study

In order to uphold the employees commitment in the direction of the organization, organization are enthuse to furnish work life balance for the employers enabling a satisfactory work existence balance is a weighty design for enhancing morale and satisfaction of the employee (Report from Department of Labour, 2007). Work life balance is defined as a practice that is concerned with providing scope for workers to balance their work with the responsibilities and interest they have outside work (Swamy, 2007). Work life balanced additionally described as the extent to that people are equally involved in and gratified alongside work and relations roles (Clark & Kirchmeyer, 2010). Moreover, work life balance will be effective toward the management in the organization, which enable the individual to handle the several responsibilities while they at work, home and supplementary aspects of life. Besides that, work life balance also referred to the degree level of individual on the concurrently balance the temporal demands within