



**FACTORS THAT AFFECTING WORK LIFE BALANCE AMONG
EMPLOYEES IN HUMAN RESOURCE DEPARTMENT OF PROJECT
DELIVERY & TECHNOLOGY DIVISION (PD&T) AT PETROLIAM
NASIONAL BERHAD (PETRONAS)**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

JANUARY 2018

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**Submitted in Partial Fulfilled of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

JANUARY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN
RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA "DECLARATION OF ORIGINAL WORK"**

I am Muhammad Noramirulazillah Bin Mohd Rojis, (I/C Number: 941210-06-5385)

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

Signature: _____

Date: _____

LETTER OF TRANSMITTAL

JANUARY 2018

The Head of Program

Bachelor of Business Administration (Hons.) Human Resource

Faculty of Business Management Universiti Teknologi Mara

Kampus Bandaraya Melaka

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75300 Melaka

Dear Dr,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**Factors That Affecting Work Life Balance Among Employees In Human Resource Department Of Project Delivery & Technology Division (PD&T) At Petroliam Nasional Berhad (PETRONAS)**” I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

MUHAMMAD NORAMIRULAZILLAH BIN MOHD ROJIS

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ABSTRACT

Work life balance are seems to be synonyms for employees and employers. There are many advantages and disadvantages of the policies. However, in academically purpose many seems to ignore the important in achieving the work life balance. This study aims to investigate what are the factors that affecting work life balance among employee in Human Resource Department of Project Delivery & Technology (PD&T) Division at Petroliam Nasional Berhad (PETRONAS). In this study researcher are highlighting four factors (workload, interpersonal relationship, flexible working arrangement, and organization support) that affect work life balance of the employees in the human resource department of PD&T division. This study has been conducted and the data being collected by questionnaires that involved of 92 respondents out of 120 the total population. Sampling technique that been used in this study is simple random sampling. Researcher has conduct reliability test, normality test, correlation analysis and regression analysis in this study. All the variable in this study has meet the acceptable Cronbach Alpha that must be above 0.60. Result of normality analysis that has been interpreted shows that all the variable are normal and within the range. For correlation analysis revealed that all the variable are interrelated and it can be used for the next test. Lastly, researcher has conduct regression test in order to determine the hypothesis testing and the most influential factors in this study. The most influential factors in this study is organizational support ($\beta = 0.328$, $p = 0.002$). there are four hypotheses that been developed for this study and there is two hypotheses that been accepted which is Hypothesis 1 and 2. Researcher also suggest a few of recommendation in order to improve the study and for the future research researcher are highlighting a several factors that can contribute in affecting of employees work life balance.