

**A STUDY ON THE RELATIONSHIP BETWEEN WORK LIFE
CULTURE AND EMPLOYEES' SATISFACTION AT PEJABAT
DAERAH MARANG**

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ABSTRACT

The title of this study was to investigate the relationship between work life culture and employees' satisfaction. In this research paper, there were contained the details of the research such as the objectives of the research, the research question, the research design and others. This research was conducted at Pejabat Daerah Marang, Terengganu in a period from 11st September until 24th December 2017.

In chapter one, the researcher has been explained about the background of the study, statement of the problem, research objectives, research questions, research hypothesis, significance of the study, limitations of the study and the definition of the term. For background of the study, the researcher explained a little about the study and for statement of the problem, the researcher stated the problems occurred if the organizations were not applied work-life culture in the organization. Next, in chapter one also, it has contained the objectives or the purpose of the research, listed research question that has been answered in chapter four. Furthermore, the research hypotheses were listed, significances of study were stated and definition of the terms that were used in this research.

Besides, in chapter two were contained the literature review for every independent and dependent variables which were job sharing, childcare support, employees welfare, wellness program and employees satisfaction. The literature review mostly was about the definition of the factors and also the advantages and disadvantages of the factors. The ideas stated in literature review were supported by the citation from previous researcher.

Next, chapter three was about the methodology of this research which contained research design, sampling frame, population, sampling technique, sample size, unit of analysis, data collection procedure, instruments, validity of the instrument, reliability of instrument and data analysis. Population was the group of potential participants to whom the questionnaire would be distributed to generalize the results. In this research, the populations were 80 employees and the sample size would be 66 participants based on table of Krejcie and Morgan. For the sampling technique, the technique used was simple random sampling. Data collection process was explained about the procedure of the research started from preparing the questionnaire until analyze the data. Other than that, the instrument in the chapter three explained about the questionnaire that has been used to collect data from the respondents. Besides, chapter three also contained the comparison of the result for pilot test and actual study. Lastly, in chapter three also contained the details of data analysis which Statistical Package for the Social Science (SPSS) were used to determine the descriptive statistics which are frequency, percentage, mean and standard deviation.

In chapter four was contained about the findings and discussion. Chapter four were discussed about the results of the research which were the survey return rate, the profile of respondents, and analysis of findings by using descriptive table and correlation table. Last but not least, chapter five were about the conclusion and recommendations. The conclusion were included from chapter one until chapter four while recommendations covered the recommendations from the researcher for the Pejabat Daerah Marang and also for future research.

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