



**A STUDY ON FACTORS THAT INFLUENCE THE WORK LIFE BALANCE POLICIES ON
EMPLOYEE JOB SATISFACTION AMONG EMPLOYEES AT NESTLÉ IN MUTIARA
DAMANSARA**

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**BACHELOR OF BUSINESS ADMINISTRATION
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JULY 2018

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**Submitted In Partial Fulfilment of the Requirement for the
Bachelor of Business Administration with Honours
(International Business)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
MELAKA**

JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, Stacy Jungin @ Juggin , (I/C Number :960315-12-6096)

Hereby declare that,

- This work has not previously been accepted in substances 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: 6 July 2018

LETTER OF SUBMISSION

July 2018

The Head Of Program
Bachelor Of Business Administration (Hons) International Business
Faculty Of Business Management
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Off Jalan Hang Tuah
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Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper title "Influence Of Work Life Balance Policies On Employee Job Satisfaction Among Employees At Nestlé Mutiara Damansara" to fulfil the requirement needed by the Faculty Of Business Management, Universiti Teknologi Mara (UiTM)

Thank you.

Sincerely,

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(Stacy Jungin @ Juggin)

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ABSTRACT

Work-life balance is now an important determinant for more workers in attaining a thriving career. With increased responsibilities in the work place, the divide between work life and private life has taken on superior significance and entails more consciousness. The stipulations of work or personal life can cause stress and lead to employees turn over. Such circumstances impact on workers physiologically and psychologically. Hence, it is crucial for employees to maintain a sturdy stability between work and their private lives. For the employers, work-life balance of employees is a central means in formulating appropriate strategies to tackle work-life imbalance concerns. This paper studies influence of work life balance policies on employee job satisfaction among employees at Nestlé, Mutiara Damansara It explores the connection between work life balance policies and organizational productivity and whether work life balance policies increase employees job satisfaction through four independent variable which are flexibility policies, leave provision, welfare policy and job design. Work-life balance it is not a quandary to be determined once but a constant concern to be managed. For organization goals to be achieved through the people employed, work-life balance concerns must become a crucial feature of human resource policy and strategy.

Keywords: *flexibility policies; leave provision; welfare policy; job design; employees job satisfact*