

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEES'
WELL-BEING AMONG EMPLOYEES AT INDUSTRIAL TRAINING INSTITUTE
OF KOTA SAMARAHAN, SARAWAK

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ABSTRACT

The purpose of this study is to identify the relationship between work-life balance and employees' well-being. This study was conducted at Industrial Training Institute of Kota Samarahan (ILPKS) with 80 respondents of participants. Quantitative method was used to collect the data through questionnaires distribution. All of the respondents responded to the questionnaires and the findings show significant correlation of the variable relationship. The correlation result of the relationship between work-family conflict and employees' well-being among employees shows that there is positive, significant and moderate relationship. Meanwhile, the correlation result of the relationship between family-work conflict and employees' well-being shows that there is positive, significant and strong relationship. It can be concluded that the employees of ILPKS have contributed to the conflicts of their well-being. Therefore, the organization is recommended to hold some courses for their employees as to solve the problems. Enlargement size of population is also recommended to the future researcher for more accurate results of the relationship.

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CHAPTER 1

INTRODUCTION

Background of the Study

Work-life balance (WLB) is a key concern on everyday written, debate or spoken communication (Talukder & Haque, 2016). WLB is not a new topic.

WLB has gained attention in Western and Asian countries. Examples of Asian countries are Malaysia, South Korea, Singapore, Indonesia, Vietnam and India. Past researcher stated that Asian workers are more stressful than the Westerners as WLB can cause the pressure of social changes and the rise in the competition due to economic globalization (Lu, 2015).

Family is the most important aspect in human's quality of work life (Colichi *et al.*, 2016). The researcher further predicted that working during time-off will have negative relationship impact between daily family-work conflict and daily well-being (Nohe *et al.*, 2013). However, work and family duties have become a part of daily routine for an individual. Workers who are married need to offer their time and commitment to perform their work and family responsibilities. Multiple roles will affect the existence of work-family conflict (WFC) that contributes to problems occurring in working place (Bakar & Salleh, 2015). Additionally, high level of family work conflict (FWC) will decrease life satisfaction and increase the depression (Li, 2015).