

**THE RELATIONSHIP BETWEEN WORK LIFE BALANCE
AND JOB PERFORMANCE AMONG EMPLOYEES AT
UNIVERSITI MALAYSIA SARAWAK (UNIMAS), KOTA
SAMARAHAN, SARAWAK**

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November 2018

AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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Hereby declare that

- This work has not previously been accepted 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 quotations marks and sources of my information have been specifically acknowledged.

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ABSTRACT

The purpose of this study is to examine the relationship between employees' work life balance and their job performance. The respondents of this research are the employees who work at the educational institute, Universiti Malaysia Sarawak (UNIMAS). There are three independent variables of work life balance that have an impact towards employees' job performance. The three independent variables are leave, assistance program and flexible working hours. Convenience sampling technique is used in order to collect the data. The questionnaires were adopted from Kamau, Mukaya, and Wagoki (2013) for Worklife Balance Practices on Employee Job Performance. 100 questionnaires were distributed at "Bangunan Canselori" and "Bangunan Hal Ehwal Pelajar" and 80 questionnaires were returned. Based on the correlation, it is shown that flexible working hours have the strongest correlation with job performance ($r=.403^{**}$ $p<0.05$) out of the three variables and it can be concluded that all the variables have a positive relationship towards job performance among the employees at University Malaysia Sarawak (UNIMAS). Lastly, there are some recommendations for the employees, organization and future researcher who would conduct the same study. The recommendation given for employees is to be involved in work life balance practices in order to improve their job performance. Furthermore, the organization was recommended to implement work life balance practices in the office. Moreover, future researcher can increase the number of sample size to further improve the research.

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CHAPTER 1

INTRODUCTION

This study is conducted in order to investigate the work life balance in Universiti Malaysia Sarawak (UNIMAS) Kota Samarahan, Sarawak. There are seven sections in this chapter. This chapter consists of background of study, statement of problem, research objective, research questions, significance of study, limitations of study, and definition of terms.

Background of the Study

In an organization employee is one of the most important aspects that will aid the organization to be successful. A statement by Indrasari, Momin, Syamsudin, Peter and Permana (2018), which stated that, the employees is considered life reason because employees are the subject of the competitive existence of competition in the business world which requires companies to think about how a company is able to adapt to changing circumstances. This shows that the employees' play an important role in a competitive business. A study done by Mušura and Krajnovic (2013) found out that, in order to maintain employees' job performance, the organization should implement work life balance policy in the office because there work life balance have an impact towards employees' job performance. However, work life balance is very difficult to maintain because a person may achieve work life balance today, but it is unexpected that he or she can have the same work life balance on the next day (Humayon, Raza, Kaleem, Murtaza, Hussain and Abbas, 2018). Past study had found out that, having a balance work life will give positive results towards the employees (Naz, Fazal and Khan, 2017). Furthermore, the lack of this balance will cause