

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE
PRACTICES AND JOB PERFORMANCE AMONG EMPLOYEES AT
NATURAL RESOURCES AND ENVIRONMENT BOARD (NREB)
SARAWAK

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“DECLARATION OF ORIGINAL WORK”

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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.

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ABSTRACT

In this modern era, in business environment work-life balance (WLB) has become one of the key issues faced by many employees all over the world. Maintaining personal life and work nowadays has become an important issues between employees life. In simply, work-life balance means the amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy (Mendis, 2014). Work-life balance consist of three elements which is flexible work hours, leave and job sharing, (Hartel ,2007).

The elements that contain in work-life balance are used to examine the relationship between job performance among employees at NREB, Sarawak. The aim of this study is to determine the correlation between work-life balance and job performance among employee at Natural Resources and Environment Board, Sarawak (NREB). The findings of study revealed that flexible work hours, leave and job sharing were important elements to job performance among employees at NREB, Sarawak.

The correlation analysis revealed that job sharing and leave had relationship towards job performance. Meanwhile, flexible working hours shows that there was no relationship associated with job performance. Therefore, these findings provide a new knowledge and guideline to the future researcher and organization in terms of employees' work-life balance and job performance.

TABLE OF CONTENTS

	Page
AUTHOR’S DECLARATION	i
ABSTRACT.....	ii
ACKNOWLEDGEMENT	iii
TABLE OF CONTENTS.....	iv
LIST OF TABLES	vii
LIST OF FIGURES	viii
APPENDICES	ix
CHAPTER 1	
INTRODUCTION	1
Background of the Study	1
Statement of the Problem	3
Research Objectives	4
Research Questions	4
Significance of the Study	4
Limitations of the Study	5
Definitions of Terms	5
CHAPTER 2	
LITERATURE REVIEW	7
Job Performance.....	7
Work-Life Balance.....	8
Flexible Working Hours.....	9
Job Sharing.....	10

CHAPTER 1

INTRODUCTION

Background of the Study

Several researchers had previously study and discover in the matter of work and personal life. Work Life balance, is one of the major drawbacks throughout history of many organizations, one of the main reason is because much of the companies are giving so much tasks and assessment to the workforce that they cannot possibly finish within office hour (Mahajan, 2015). Various study stated that work life balance policies lead to attaining equilibrium between professional work and other activities. The quality of work life policies is increasingly becoming part of the business strategy and the focus is on the potential of these policies to influence employee's quality of working life and more importantly to help them maintain work-life balance with equal attention on performance, commitment at work and job satisfaction (Maurya, Jaggi, Singh, Arneja, Maurya, & Arora, 2015)

Work-life balance from an employees' point of view is the maintenance of stabilities in the middle between responsibilities at work and at home. Moreover, every single of employee who engages in work had their own personal and