

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE PRACTICES AND  
JOB PERFORMANCE AMONG THE EMPLOYEES IN SARAWAK ENERGY  
BERHAD

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**“DECLARATION OF ORIGINAL WORK”**

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Hereby, declaration that:

- This work has not been previously accepted in substance for any degree, locally overseas, it is not being currently submitted for any other degree.
- This project-paper is the result of my independent work and investigation, except wherever stated otherwise.
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## **ABSTRACT**

This research was conducted to find out the relationship between work-life balance and job performance among the employees in Sarawak Energy Berhad. Work-life balance was adapted from Hartel (2017) described three variables of flexible working hours, job sharing and leave. Meanwhile, job performance was adapted from Borman and Motowidlo (1993). The objective of this research is to determine the correlation between work-life balance and job performance among the employees in Sarawak Energy Berhad. Hence, descriptive and correlation analyses were conducted in explaining this research finding. For pre-test, the questionnaires were distributed at Naim Holdings Berhad. Method for data collection was done by using questionnaires and the data was analyzed by using SPSS version 23. The actual study covered 110 Sarawak Energy Berhad employees as the population and only 86 of them were taken as sample size by using Krejcie and Morgan (1970) table. As a conclusion, all those three variables have strong correlation to employee's job performance. The researcher hopes that this research finding will be useful and able to provide information in future research.

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## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of study**

Several researchers had previously studied and discovered 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 many companies are giving too many tasks and assessment, to the workforce that they cannot possibly finish within office hour (Mahajan, 2015). Various studies on work life balance indicated that workplace has important consequences on the individuals and their families. Work life balance means adjusting the arrangement of work so that your employees can benefit from a better fit between their work and parts of personal life and in long run, hope to attain sustainable growth and profitability (Verma, 2007). Work-life balance from an employees' point of view is the maintenance of stability in between the responsibilities at work and at home.

Moreover, every single of employee who were engaged in work will have their own personal and professional life. Both of these are hard to separate because everyone needs work in order to experience a good life. There are several benefits of work-life balance practices and the possibility to assist develop the employee job performance in terms of increased organizational commitment, job satisfaction, and reduction on the turnover rate (Kamau, 2013).