

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND  
JOB SATISFACTION AMONG THE SUPPORT STAFF IN  
AGRICULTURE DEPARTMENT, KOTA SAMARAHAN

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## **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 in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
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## **ABSTRACT**

The core purpose of this study is to investigate the relationship between Work-Life Balance and Job Satisfaction in Agriculture Department, Kota Samarahan. The data is collected keeping in consideration of demographic factors and factors affect for job satisfaction. Factors involved are job satisfaction and work-life balance with the respect to Working Hours ( $r=.050$ ,  $p<0.05$ ), Working Conditions ( $r=.260^*$ ,  $p<0.05$ ), and Work Pressure ( $r=.064$ ,  $p<0.05$ ). The data for the present study was collected through questionnaires. A total of 90 questionnaires were distributed among support staff in Agriculture Department, Kota Samarahan which 87 were returned back after filling. The data then analyzed using SPSS version 20, tests applied is correlation. The findings suggest that work-life balance has an insignificant impact on employee job satisfaction in Agriculture Department, Kota Samarahan. It can be concluded that work life balance did not have much impact on employee job satisfaction. This research can be beneficial for organization and future researchers to improve the understanding about work-life balance and job satisfaction. Top management should realize the importance of work-life balance and its adverse effect on job satisfaction. It is suggested that consideration be given to the development of guidelines in order to ensure that working conditions should not effects the work-life balance of employees. Then, future researchers can use different methods of instrument such as interview, observation, or personality test in order to obtain better result.

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## **CHAPTER 1**

### **INTRODUCTION**

This chapter discusses the background of the study, the underlying problems regarding the variables, research objectives, research questions, importance of the study and limitations. At the end of this chapter, the definition of terms is also provided.

#### **Background of Study**

Employees Work-life Balance is a concept where employees do a proper prioritization between work and lifestyle. The element of this concept correlates to each other but it will never have the right or perfect results as changes occur from time to time. Apparently, Work-life Balance Factors is an important thing for an individual psychological well-being, life satisfaction, and many others that may contribute to all senses of better life that can be regarded to be as the indicators to the success in balance of work and lifestyle. Therefore, this study is proposed to study the correlation between the Work-life Balance Factors among employees and the Job Satisfaction. Work-life Balance Factors is creating and maintaining supportive and healthy work environments where it is the importance of it in the workplace (Johnson, 2015). Work-life Balance Factors enables an individual to balance their work and personal responsibility. A good Work-life Balance Factors gives benefits to organization in many ways. It can reduce absenteeism and lateness, improved productivity, enhanced organizational image,