WORK LIFE BALANCE OF ADMINISTRATIVE EMPLOYEES AT UNIVERSITI UTARA MALAYSIA (UUM)

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DECLARATION OF ORIGINAL WORK

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- 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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- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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ABSTRACT

Work life balance become prominent issue involves employees and organization whether in public or private sector despite the various organizational interventions. The purpose of this study is to investigate the relationship between independent variables with dependent variable of Administrative Employees in Universiti Utara Malaysia. The empirical study attempts to predict items of flexible working hours, role conflicts, workload, and psychological health could possibly affect work life balance of administrative employees in this selected population which is Universiti Utara Malaysia (UUM). A quantitative method was used for this study and the total sample is 313 respondents from the population of administrative Universiti Utara Malaysia. The questionnaire is acceptable and can be regarded as normal distribution through the random sample of employees at UUM population.

This study helps to identify the matter regarding the work and personal time of non-academic staffs in UUM. The results of hypotheses can identify that there are positive relationships of two independent variables which are workload and psychological health, significantly affect work life balance of administrative employees in UUM. This study gives contribution to the institution and human resource development in developing strategy for improving their productivity in the long term aspect as well as implement strategies that possibly can balance their employee's personal and professional life.

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