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Nor Faizah Hafit  
Raihani Mohamed Ramli  
Bachelor of Administrative Sciences and Policy Studies(Honours)  
Faculty of Administrative Science & Policy Studies  
Universiti Teknologi MARA, Shah Alam.

## Abstract

Work and family is two important domains in an individual's life. Due to this study, we have identified the factor that lead to the work-family balance which is time-based, role-based and strain-based. The issues arise when nowadays, the number of working women has increased and their participation in one role has created constraint in fulfillment of other role. Thus indirectly can caused individual not to have a balanced work and family life. The objective of this study was to identify the level work-family balance experienced by working women, to determine the work-family balance among the administration staff and academic staff, to identify the relationship between number of children and work-family balance and to identify the relationship between job satisfaction and work-family balance. A sample of 100 respondents was distributed to the respondents where the study was carried out in UiTM Shah Alam. An instrument used in this study was questionnaire. The data gathered from the respondents were analyzed and compute using SPSS version 12.0 programming. Results of this study indicate that there is relationship between number of children and work-family balance. However, in our study, there is no relationship between job satisfaction and work-family balance. Eventhough in our study, higher level work-family balance did not indicate respondents to achieve higher job satisfaction, but it is important for married working women to achieve job satisfaction towards work-family balance.

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