

UNIVERSITI TEKNOLOGI MARA
FAKULTI SAINS PENTADBIRAN DAN PENGAJIAN POLISI



**A STUDY OF WORKPLACE WELLBEING AND JOB
PERFORMANCE IN KUCHING NORTH CITY HALL (DBKU)**

EURECCA BINTI JADAN
2012612382

JAZLINA JENNA ANAK JACKSON
2012791421

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THE ABSTRACT

Abstract

Workplace is any or all places where people are employed. Normally, the wellbeing in the workplace will brought impact either good or not towards each of the staff in certain organization. Most of the people spend a lot of time at the workplace because of some reason. The study examines the relationship between workplace wellbeing and job performance in the public sectors. A random sample of 274 of respondents in the Kuching North City Hall (DBKU) were being asked to answer the questionnaire given to them. The level of job performance that influence by the elements in workplace wellbeing were examined in the study. Each of the elements in workplace wellbeing will lead to different level of Job Performance among the staffs in DBKU.

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CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter focuses the background of the study which is on workplace wellbeing. It also emphasize on employees' job performance in public sector. Section 1.1 discusses the background of the study, Section 1.2 explain the problem statement and Section 1.3 state the research questions. Section 1.4 on the other hand, state the research objectives and Section 1.5 is on the information regarding the scope of the study. In addition, Section 1.6 explains the significant of study and final section 1.7 is all about the definition of terms and concepts.

1.1 Background of the Study

The subject of well-being has broad implications for quality of life - how we choose to live, from a philosophical and fulfilment viewpoint - and in some cases potentially how long we live and whether we enjoy health and happiness, or suffer anxiety and illness, or worse. Everyone in work has a duty to safeguard and nurture personal wellbeing at work, especially where there is no-one to help you do it. From an organizational management angle, wellbeing is a major factor in quality, performance, productivity and therefore business effectiveness and profit. Where a person's wellbeing reduces, so typically does his or her performance and effectiveness (Sian Young, 2010).

CHAPTER 2

LITERATURE REVIEW

2.0 Introduction

This chapter provides a review of the literature on workplace wellbeing and its effect towards job performance among the employees in DBKU. Section 2.1 explain on the workplace wellbeing in organization. Section 2.1.1 discussing on the roles congruity, section 2.1.2 explaining on Employees Relationship, section 2.1.3 explaining on the Employer Demand and section 2.1.4 is discussing on the Locus of Control, while, section 2.1.5 is explaining on Environment Change as well as 2.1.6 is on the manager and peer support. On the other hand, Section 2.2 is discussing on the job performance in the organization. Besides that, section 2.2.1 discuss on the task performance and section 2.2.2 is explaining on the contextual performance. While in section 2.3 is provide the conceptual framework. Finally, section 2.4 is identifies the hypothesis of the study.

2.1 Workplace Wellbeing

Wellbeing at work is like morale, most people believe that improving it must be good for an organization and business performance, but convincing skeptical, cash-strapped managers to invest in it can be a challenge (Nick Warr, 2009). Besides that, the workplace is a significant part of an individual's life that affects his or her life working, as much as a quarter or perhaps a third of his waking life in work. As much as a fifth to a quarter of the variation in adult life satisfaction can be accounted for by satisfaction with work (Campbell, Converse,