

THE RELATIONSHIP OF WORK LIFE BALANCE PRACTICES
TOWARDS EMPLOYEE PERFORMANCE AT PEJABAT DAERAH
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CHAPTER 1

INTRODUCTION

1.0 Background of the study

Work-life balance is an expression to describing the sense of balance between an individual's work and personal life. It can be best defined as a satisfactory level of involvement or fit between the multiple roles in a person's life with specification to work and personal life of each individual (Dizaho & Othman, 2013). The effectiveness management of several responsibilities at working place, home, and other vital aspects in life and it is a vital issue to organizations and employees in which is an organisation become too hard for get higher productivity. From that, an employee needs must improved the work-life balance as workers with better that will contribute more profit and efforts towards the organizational growth and success. In other hand, work life balance defined as the pleasant boundary between different life areas (Koubova & Buchko, 2013).

In the others aspects, work life balance can be as self-defined, self-determined that state of well being that a person can achieve a goal that allow them to handle effectively various responsibilities at work, home and in community (Workplaces that work, 2005).