



**FACTORS THAT AFFECT WORK LIFE BALANCE: JOB SATISFACTION, EMPLOYEE'S  
PRODUCTIVITY AND MENTAL HEALTH**

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## TABLE OF CONTENTS

	<b>Page</b>
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF FIGURES	viii
LIST OF TABLES	ix
ABSTRACT	x
<b>CHAPTER 1</b>	<b>INTRODUCTION</b>
	1.1 Background of Study 1
	1.2 Problem Statement 4
	1.3 Research Questions 5
	1.4 Research Objectives 5
	1.5 Significance of Study 6
	1.6 Scope of study 7
	1.7 Definition of Terms 7
	1.8 Conclusion 8

<b>CHAPTER 2</b>	<b>LITERATURE REVIEW</b>	
	2.1 Introduction	9
	2.2 Literature Review for Work Life Balance	9
	2.3 Literature Review for Job Satisfaction	18
	2.4 Literature Review for Employee's Productivity	20
	2.5 Literature Review for Mental Health	23
	2.6 Development of Hypotheses and Theoretical Framework	25
	2.5 Conclusion	26
<b>CHAPTER 3</b>	<b>METHODOLOGY</b>	
	3.1 Introduction	27
	3.2 Research Design	27
	3.3 Population	28
	3.4 Sampling Design	29
	3.5 Data Collection Method	29
	3.6 Conclusion	31
<b>CHAPTER 4</b>	<b>FINDINGS</b>	
	4.1 Introduction	33
	4.2 Reliability Analysis	33
	4.3 Demographic Analysis	35
	4.4 Descriptive Analysis	37
	4.5 Correlation Analysis	39
	4.6 Multiple Regression Analysis	41
	4.7 Conclusion	45

## ABSTRACT

Work- life balance issue was getting increased attention from all walks of life. A good balance in work and life can play a vital role for attaining personal and organizational goals. The imbalances of work and family life have a negative impact in the personal life of working people. Therefore, maintaining a balance between work and life were very important. States of wellbeing that people can reach, or can set as a goal, were that allowed people to manage effectively multiple responsibilities at work, at home, and in their community. The topic of work life balance was one of the famous topics have been researched in the western organizational setting, but in Malaysia there was less researcher that were researching on this topic.

There were so many factors that had been influence the work life balance, such as the employee's satisfaction, organizational commitment, mental health's of the employees, quality of work life, motivation, employee's productivity and so forth. Many researchers found that the imbalance of work and life of employees may give several impacts towards the employees and the organization itself. The impacts on imbalance of work and life toward employees were such as absenteeism, turnover, job burnout, demotivation and the most critical also common problem was work family conflict. Other negative impact on the imbalance of work and life were such as decreased of employee's productivity that link with decreased on the performance of the company as a whole.

Thus, as aligned with the importance on researching of this study, this study had been research on the relationship between job satisfaction, employee's productivity, and also mental health with work life balance. The scope of present study includes the public officers from government agency in Selangor, which is FAMA. From the finding at the end of this research, it was found that there were relationship between job satisfaction, mental health and employee's productivity with work life balance.