



**THE INFLUENCE OF JOB RELATED FACTORS  
TOWARD EMPLOYEES' WORK LIFE BALANCE  
AT MICOST**

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## **ABSTRACT**

Currently, work life balance was becoming an important issue to most of an organization. By having work life balance, the job productivity will increase and reduce turnover rate. Lack of work life balance lead to employees' lower performance, increase rate in juvenile crime, more drug abuse, less community care and poor health conditions. This study examined the relationships between work life balance and job related factors (work time, income and supervisor support) and employees' work life balance. This study also identify which job related factors that has influence on employees' work life balance at MiCoST (Melaka International College of Science and Technology). Correlational study was used and the questionnaire were distributed to 100 of respondents from the total population of 135 employees at MiCoST. It explored that there is an association between job related factor (supervisor support) and employees' work life balance. Pearson Correlation analysis demonstrated that the job related factor which is supervisor support was significantly associated with work life balance. Meanwhile, the other two job related factors (work time and income) have no association with employees' work life balance.