



WORK – LIFE BALANCE AMONG EMPLOYEE IN PUBLIC SECTOR

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JUNE 2019

ACKNOWLEDGEMENT

First and foremost, I am grateful to the gracious Almighty Allah who is the most merciful, for the guidance to embark on my research study and for completing this long and challenging journey successfully. Nevertheless, it would not have been possible without the kind of support and help of many individuals. I would like to extend my sincere gratitude to all of them.

On top of that, I would like to express my gratitude towards my advisor, Dr. Rachel Samuel for her guidance and constant supervision. They have been providing indispensable advices, information, and support on different aspects of my project and for their cooperation in a difficult field project. Their wide knowledge, experiences, ideas and time have been great value for me in completing this project paper.

Not to forget, I would like to give special thanks to all the respondents for their cooperation in answering my questionnaires. They have made my time more positive and enjoyable.

Last but not least, I present my heartfelt thanks to my family members, friends and educators for their kind cooperation and encouragement. Their supports have helped me to complete this project with possible success.

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ABSTRACT

Work life balance is an important issue among employees in order to partitioning time and allocates an effort in each commitment of work and non-work time. However the nature of work of employees is work environment, work-life conflict, and work overload commonly occur in Malaysia.

When these happen, employees perceived that work and life is unbalance associated with burnout, stress and mental abuse. Aim of this research to identify the factors of work-life balance among employee in public sector. This research also focuses on three objectives which are to identify the relationships between work environment and work life balance, to measure the relationships between work-life conflict and work-life balance and to examine the relationships between work overload and work-life balance. In order to succeed those objectives, 130 numbers of questionnaires have been distributed to employees in Majlis Daerah Tangkak. Out of the 130 were distributed, only 118 of them were returned. From the finding of the research, it is found that the significant factors in getting work life balance is work environment and work overload.

From that, this final project is hoped that employers aware about the appropriate work-life balance provides to employees. This is to ensure preventing any conflict between work and personal life matter, avoiding any mistake in deal with contract and money issues and increasing work performance of employees.