



THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND EMPLOYEE  
PERFORMANCE AT JOHOR LAND BERHAD

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2015182209

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(HUMAN RESOURCE MANAGEMENT)

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JANUARY 2018

## **ACKNOWLEDGEMENT**

Assalamualaikum w.b.t,

First of all, I would like to take this opportunity to acknowledge the creator, ALLAH S.W.T for giving me the determination, the skills and the will to persist, the good health to endure and the spirit for me to finish this research.

The completion of this report is the result of the following people that kindly dedicated his valued time to read, evaluated and giving opinion to a better outcome of this report. Highly gratitude thanks to my advisor, Dr. Ramesh A/L Krishnan for his advices, ideas and guided me to conduct this report from the initial stage until the final stage of this report.

I also would like to extend my gratitude and thousands of thanks to my family member and colleagues for their support and concern on finishing this research.

Lastly, I hope this report will meet the requirement and expectation of the faculty and university. It would be a great honour for me if it is uses as reference or for any other worthy cause.

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## **ABSTRACT**

Work life balance had been greatest concern on the global company nowadays despite their competitiveness in increasing productivity and profitability. Work life balance is defined as the extent to which an employee is equally satisfied with his/her work role and family role. The factors of work life balance that may affect the performance are leave policy, health program and flexi time. Therefore, the purpose of this research is to investigate the relationship between work life balance and employee performance at Johor Land Berhad. This research is quantitative research which used the self-administered questionnaires as instruments to collect data. The data had been collected from 108 respondents which withdrawn from the total 150 elements of population by using convenient sampling method. The data collected is then evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. Thus, Multiple Regression Analysis indicates that there is significant relationship between leave policy and health program on employee performance. However, no significant relationship between flexi time on employee performance. Findings analysis also revealed that the most influential factor towards employee performance is leave policy.