



**“THE FACTOR AFFECTING WORK LIFE BALANCE
AMONG STAFF IN MAJLIS PERBANDARAN KULAI”**

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DECLARATION OF ORIGINAL WORK



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I, Nurul Syafiqah Binti Ramli,

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: JULY 2017

ACKNOWLEDGEMENT

In the name of Allah most Merciful and most Compassionate.

Assalammualaikum warahmatullah hiwabarakatuh.

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Abstract

In millennium, work life balance is one of the hot issues among a employees. Public sector employees are one of the sectors involved in managing this issue. According to Varshney and Jain (2016), work life balance is a concept including proper managing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of lifestyle choice by the employee. The unstable work life balance may affect the family and performance of employee. Therefore, this study was conducted to analyse the factor that affecting work life balance. The research objective are examining the relationship between job satisfaction and work life balance among staff in Majlis Perbandaran Kulai, examining the relationship social support and superior relationship and work life balance among staff in Majlis Perbandaran Kulai, examining the relationship between benefit, reward and recognition and work life balance among staff in Majlis Perbandaran Kulai and examine the dominant factor that affecting work life balance among staff in Majlis Perbandaran Kulai. In order to achieve this all objective, the research were distribute 150 questionnaire to all staff in Majlis Perbandaran Kulai and 88 questionnaire were return. The data were analysed by using Reliability Test, Descriptive Statistics and Pearson Correlation Analysis. The result revealed that there is weak positive significant relationship between job satisfaction and social support and superior relationship to work life balance. The independent variable on benefit, reward and recognition has no relationship with work life balance. However, the result highlighted job satisfaction is the domain factor that affecting work life balances.

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