



**FACTORS THAT INFLUENCE WORK LIFE BALANCE AMONG EMPLOYEES  
IN PEJABAT PENDIDIKAN DAERAH PASIR GUDANG**

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**JULY 2019**

**DECLARATION OF ORIGINAL WORK**



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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 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: \_\_\_\_\_

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## LETTER OF SUBMISSION

JULY 2019

The Head of Program  
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Dear Sir/Madam

### SUBMISSION OF PROJECT PAPER

Attached is the **THE FACTORS THAT INFLUENCE WORK LIFE BALANCE AMONG EMPLOYEES IN PEJABAT PENDIDIKAN DAERAH PASIR ; I 8 5 B**; I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Sincerely,

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(Izliyana Azren Binti Ibrahim)  
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## ABSTRACT

Work life balance are seems to be common for employees and employers. There are many advantages and disadvantages of the policies. However, in academically purpose many seems to ignore the important in achieving the work life balance. This study aims to investigate what are the factors that influence work life balance among employees in Pejabat Pendidikan Daerah Pasir Gudang. In this study researcher are highlighting four factors (flexible work arrangements, work-family conflict, workload, and interpersonal relationship) that influence work life balance of the employees in Pejabat Pendidikan Daerah Pasir Gudang. This study has been conducted and the data being collected by questionnaires that involved 86 respondents out of 111 the total population. Sampling technique that been used in this study is proportionate stratified random sampling. Descriptive analysis, reliability analysis, regression analysis were used in this study to identify the relationships between flexible work arrangements, work-family conflict, workload, and interpersonal relationship towards work life balance. Based on findings, only two independent variables that are flexible work arrangements and work-family conflict are significant related with work life balance. Another two independent variables, which are workload and interpersonal relationship, are not significant with work life balance.

**Keywords:** *Work Life Balance, Flexible Work Arrangements, Work-family Conflict, Workload, Interpersonal Relationship*