



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

IZLIYANA AZREN BINTI IBRAHIM

2017420928

**BACHELOR OF BUSINESS ADMINISTRATION
WITH (HONS.) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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I, Izliyana Azren Binti Ibrahim, (I/C Number: 961108-08-5900)

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- 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.
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LETTER OF SUBMISSION

JULY 2019

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi Mara (UiTM)
Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "**THE FACTORS THAT INFLUENCE WORK LIFE BALANCE AMONG EMPLOYEES IN PEJABAT PENDIDIKAN DAERAH PASIR GUDANG**", 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,

(Izliyana Azren Binti Ibrahim)
2017420928

TABLE OF CONTENTS

TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF SUBMISSION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENT	v
LIST OF FIGURES	ix
LIST OF TABLES	x
LIST OF ABBREVIATIONS	xi
ABSTRACT	xii
CHAPTER 1: INTRODUCTION	1
1.0 Introduction	1
1.1 Background of Company	1
1.2 Background of Study	2
1.3 Problem Statement	4
1.4 Research Objectives	6
1.5 Research Questions	7
1.6 Scope of Study	7
1.7 Significance of Study	7
1.7.1 The Respondents	8
1.7.2 The Readers	8
1.7.3 The Organization	9

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, Pearson's correlation analysis and multiple 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*