



**FACTORS THAT AFFECT WORK LIFE BALANCE AMONG WOMEN  
EMPLOYEES AT JOHOR CORPORATION**

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**DECLARATION OF ORIGINAL WORK**



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**“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-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.

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## LETTER OF TRANSMITTAL

**24th June 2016**

Program Coordinator  
Human Resource Management  
Faculty of Business Management  
Universiti Teknologi MARA (Melaka) City Campus,  
75300, Melaka

Dear Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “**FACTORS THAT AFFECT WORK LIFE BALANCE AMONG WOMEN EMPLOYEES AT JOHOR CORPORATION**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You.

Yours Sincerely,

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## **ABSTRACT**

In recent years, work life balance is one of the important and challenging issues being faced by the women employees. Work life balance can be refers as maintaining the balance between performing roles and responsibilities at home and at work. Work life balance need more attention due to the reason that an individual's work life and personal may be conflict to one another. Therefore, this study was conducted with three main objectives in order to achieve the purpose of this research which first objective is to identify the level of social support, reward and recognition, flexible working hours, and work-life balance among women employees in Johor Corporation. Next objective is to determine the relationship between social support, reward and recognition, flexible working hours, and work life balance among women employees in Johor Corporation. Third objective is to investigate the dominant factors that influence work-life balance among women employees in Johor Corporation. In order to achieve all of the objective, the quantitative research methods were used and the data were gathered by distributing 200 structured questionnaires to all women employees at Johor Corporation. The data were analyzed by using Descriptive Analysis, Pearson Correlation Analysis, and Regression Analysis. The result revealed that there is a significant strong relationship between all factors that affect work life balance among women employees. However, the result highlighted that social support is the most dominant factors that affect work-life balance among women employees, followed by flexible working hours, and reward and recognition. In conclusion, it shows organizations should acknowledge women employees by providing more appropriate work-life balance measures for them.