



**FACTORS AFFECTING WORK LIFE BALANCE AMONG WORKERS IN
MINISTRY OF INTERNATIONAL TRADE AND INDUSTRY (MITI)**

NUR ATIKAH BINTI KAMIS

2014811864

NURUL FATIHAH BINTI ANUAR

2013533883

BACHELOR OF BUSINESS ADMINISTRATION

(HONS.) HUMAN RESOURCE MANAGEMENT

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA

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**BACHELOR OF BUSINESS ADMINISTRATION
(HONS.) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA
“DECLARATION OF ORIGINAL WORK”**

I, Nur Atikah Binti Kamis (I/C Number: 930123-06-5500) and Nurul Fatimah Binti Anuar

(I/C Number: 930122-14-5998)

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 our 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.

LETTER OF TRANSMITTAL

Nur Atikah Binti Kamis
Nurul Fatimah Binti Anuar
Bachelor of Business Administration with Honours
(Human Resource Management)
Faculty of Business Management
Universiti Teknologi Mara
Melaka

30 June 2016

Head of Program
Bachelor of Business Administration with Honours
Faculty of Business Management
Universiti Teknologi Mara
Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 672)

The above matter is referred.

Enclosed herewith is my final project paper titled, "Factors Affecting Work Life Balance among workers in Ministry of International Trade and Industry (MITI)" for your kind perusal.

I hope this project paper will fulfill the requirement of the Faculty of Business Management Universiti Teknologi Mara.

Thank you.

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ABSTRACT

This paper is to examine the factors affecting work life balance among MITI staff which is workload, role commitment and interpersonal relationship at work. Work life balance has become a top priority among employee and employees in organization. Nowadays, employees have facing the challenge of maintaining a balance between work life and personal life. Imbalance in work life will create a problem to employees in terms of life and workplace satisfaction. Work life balance is very important issues for those interested in quality of working life. In order to find out the factors affecting work life balance, the researchers had distributed 140 questionnaires to the MITI's management staff. Descriptive analysis, reliability analysis, Pearson's correlation analysis and multiple regression analysis were used in this study to identify the relationships between workload, role commitment and interpersonal relationship at work towards work life balance. Based on the findings, it shows that workload has negative and significant relationship with work life balance while role commitment and interpersonal relationship at work has positive and significant relationship with work life balance. It shows that role commitment is the most important factor that affecting work life balances among workers in MITI.