



**HOW QUALITY OF WORK-LIFE AFFECT WORK-LIFE BALANCE AT
LABLINK (M) SDN BHD**

SHARIFAH AMALINA BINTI SYED HUD

2014648028

INTAN JUZAILAH BINTI RAMLI

2014671798

**BACHELOR OF BUSINESS MANAGEMENT (HONS)
HUMAN RESOURCES MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

JULY 2016

“DECLARATION OF ORIGINAL WORK”



**BACHELOR OF BUSINESS MANAGEMENT (HONS)
HUMAN RESOURCES MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA KAMPUS BANDARAYA MELAKA**

We, Sharifah Amalina Binti Syed Hud, (I/C Number: 930429-05-5015), and Intan Juzailah Binti Ramli (I/C Number: 930522-06-5882)

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 specifically acknowledged.

Signature:

Date:

(Sharifah Amalina Binti Syed Hud)

Signature:

Date:

(Intan Juzailah Binti Ramli)

LETTER OF SUBMISSION

JULY 2016

The Head of Program

Bachelor of Business Management (Hons) Human Resources Management

Faculty of Business Management

Kampus Bandaraya Melaka.

Dear Madam

SUBMISSION OF PROJECT PAPER

Attached is the project title "How Quality of Work-Life Affect Work-Life Balance at Lablink (M) Sdn Bhd" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara (UiTM).

Thank you.

Sincerely,

.....

(Sharifah Amalina Binti Syed Hud)

2014648028

Bachelor of Business Management (Hons) Human Resources Management

.....

(Intan Juzailah Binti Ramli)

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ABSTRACT

Quality of work-life in terms of compensation and benefits policy, work hour duration, and work facilities provided by company are among the factor that influence work-life balance. Although, there is increasing awareness of the importance of work-life balance towards employee, there are some employers who are failed to implement work-life balance in work environment. There are also raising concerns of Karoshi effect towards Malaysian job environment. Therefore, this study is trying to identify the relationship among compensation and benefits policy, work hour, and work facilities with employee work-life balance as well as to indicate the most influential factor among the three factors. The study takes place at Lablink (M) Sdn. Bhd. About 85 questionnaires were distributed to employees randomly from the total population of 95 employees. The sample was identified using convenient sampling techniques. The correlation of the variables was compute using SPSS 20.0 DATA software analysis. This study implies that the work hour is the main factors that influence work-life balance at Lablink (M) Sdn. Bhd. However, based on previous study, Compensation and Benefit Policy and Work Facilities are among the factors that influence Work-life Balance (Saklani, 1979). In conclusion, there is improvement needed to ensure employee able to achieve work-life balance.