



**FACTORS CONTRIBUTED TOWARDS WORK LIFE BALANCE  
AMONG EMPLOYEES  
IN PEOPLE MANAGEMENT DEPARTMENT  
HUMAN RESOURCE DIVISION  
PETRONAS UPSTREAM BUSINESS**

**SYED MUHAMAD HAFIZ  
BIN SYED MUNSHI AFDZARUDDIN  
2011386661**

**BACHELOR OF BUSINESS ADMINISTRATION (Hons)  
HUMAN RESOURCE MANAGEMENT  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MALACCA CITY CAMPUS**

**JULY 2014**

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**SYED MUHAMAD HAFIZ  
BIN SYED MUNSHI AFDZARUDDIN  
2011386661**

**Submitted in Partial Fulfillment of the  
Requirement for the  
Bachelor of Business Administration  
with Honours  
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITY TECHNOLOGY MARA  
MALACCA CITY CAMPUS**

**JULY 2014**

**DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
“DECLARATION OF ORIGINAL WORK”**

I, Syed Muhamad Hafiz Bin Syed Munshi Afdzaruddin,

(IC Number: 900803-14-6497) 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.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## LETTER OF TRANSMITTAL

27<sup>th</sup> June 2014

Head of Program

Human Resource Management

Faculty of Business Management

Universiti Teknologi MARA Malacca City Campus

Malacca

Dear Sir,

SUMBISSION OF PROJECT PAPER (HRM 223)

Attached is the project paper title "FACTORS CONTRIBUTED TOWARDS WORK LIFE BALANCE AMONG EMPLOYEES IN PEOPLE MANAGEMENT DEPARTMENT HUMAN RESOURCE DIVISION PETRONAS UPSTREAM BUSINESS ", to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

SYED MUHAMAD HAFIZ BIN SYED

MUNSHI AFDZARUDDIN

2011386661

Bachelor of Business Administration (Hons) in Human Resource Management

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UNIVERSITI TEKNOLOGI MARA, MALACCA CITY CAMPUS

**Abstract**

Economy hectic movement nowadays demanded employee to struggle on their life in order to meet their life needs. However, many people seems did not know the hazard caused due to much hours spent in workplace. It can be concluded that weekdays were a day that people tend to give their life only at workplace, as remaining days in a week were a time for them to enjoy their life. No more work life balance for mostly workers now day especially for those who work in big city or to be highlighted, to those who work at the big company. Hours of work, level of workloads demanded them to forget their actual life in weekdays. Due of that, there are much more negative impact rather than positive, too much hours spent at workplace could cause negative affect of their performance, than later on will affect the organization productivity. Different people tend to have different need of what factor they seek in order balancing their work. Thus, it depends to how employer or organization to implement a right policies in order to ensure each of their employee at the very positive condition. As result of that, employee would be in very great condition in order express their daily routine either fulfill family needs, or output demand at work place.

**Keyword** – Work Life Balance, Flexible Working Hours, Family Friendly Organization, Emotional Intelligence.

**Paper Type** – Research Paper