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**WORK- LIFE BALANCE AMONG SABAH RUBBER INDUSTRY BOARD
EMPLOYEES**


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DECLARATION

I hereby declare that the work contained in this research proposal is my own except those which have been duly identified and acknowledge.



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ABSTRACT

Work-life balance is about the employee's ability to fulfill both work and other responsibilities in situation which employee feel that they are capable of balancing their work and non-work commitment, and, for the most part, do so. Therefore, there is the need to examine on how important is work-life balance towards employee, especially Sabah Rubber Industry Board employee. The objectives of this research are first, to examine what is the importance of work-life balance towards employee's performance. Then second, to determine whether there is relationship between the employee's demographic backgrounds towards having a work-life balance. There are 5 variables used in order to look at the objectives, namely, work and personal responsibilities, organization culture, time availability, motivation, and length of employment. Questionnaire is used to obtain data by applying the 4-point Likert scale then analyze by using SPSS11.0. After all the procedure done, its found that, it is important to maintain a balance between work and life as people would able to perform well whenever both personal and work demands are in control.

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