

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEES'
WELL-BEING AMONG NON-ACADEMIC EMPLOYEES AT THE CHANCELLORY
BUILDING IN UNIVERSITI MALAYSIA SARAWAK (UNIMAS) KOTA
SAMARAHAN, SARAWAK

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AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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- 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.
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ABSTRACT

The purpose of this study is to study the relationship between Work-Life Balance and Employees' Well-Being at the Chancellory building in Universiti Malaysia Sarawak (UNIMAS). This study examines the relationship between work-family conflict and family-work conflict towards employees' well-being at the Chancellory building of UNIMAS. To carry out this study, 87 questionnaires were distributed to employees at the Chancellory building of UNIMAS. All questionnaires were returned with 100% responding rates. The data were analyzed using Statistical Package Social Science (SPSS) version 25. The result of this study shows that, there is positive, significant and strong relationship between independent variables, Work-Family Conflict (.618**), Family-Work Conflict (.621**) and dependent variable, Employees' Well-Being. It was found that employees of UNIMAS disagreed that WFC and FWC gave an impact towards their well-being. The researcher has recommended that UNIMAS should implement flexible work schedule for their employees. It is also recommended that the future researcher expands the sample size, compares the similar study between non-academic and academic employees, and conducts future research in government sectors.

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CHAPTER 1

INTRODUCTION

Background of the Study

Work-life balance (WLB) is a key concern on everyday written, debate or spoken communication (Talukder & Haque, 2016). WLB is not a new topic.

WLB has gained attention in Western and Asian countries. Examples of Asian countries are Malaysia, South Korea, Singapore, Indonesia, Vietnam and India. Past researchers stated that Asian workers are more stressful than the Westerners as WLB can cause the pressure of social changes and the rise in the competition due to economic globalization (Lu, 2015).

Family is the most important aspect in human's quality of work life (Colichi *et al.*, 2016). The researchers further predicted that working during time-off will have negative relationship impact between daily family-work conflict and daily well-being (Nohe *et al.*, 2013). However, work and family duties have become a part of daily routine for an individual. Workers who are married need to offer their time and commitment to perform their work and family responsibilities. Multiple roles will affect the existence of work-family conflict (WFC) that contributes to problems occurring in working place (Bakar & Salleh, 2015). Additionally, high level of