

**THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE
AND JOB SATISFACTION AMONG NON-EXECUTIVE
EMPLOYEES AT JABATAN LAUT WILAYAH SARAWAK.**

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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.

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ABSTRACT

This research was conducted to investigate the relationship between work-life balance factors and job satisfaction among non-executive employees at Jabatan Laut Wilayah Sarawak. This research involved 90 non-executive employees at Jabatan Laut Wilayah Sarawak. The method for data collection was done by using a set up questionnaire and data was analysed by using SPSS version 23. Census sampling technique was used in this study, where the questionnaire was distributed to all non-executive employees in the organization. This study is correlation research by using Pearson Correlation was performed and the result indicated that there was a positive significant and medium relationship between job autonomy and job satisfaction ($r=.486$). There was positive and small relationship between work to family interference and job satisfaction ($r=.176$). While, there was positive but weak relationship between workload and job satisfaction with ($r=.094$). In conclusion, this study indicates that an employee's work does not interfere their relationship with their family and this work life balance factors does not influence their satisfaction toward their job. It also states the recommendation for the organization as well as for future researcher was suggested in this thesis. For future researcher, they may use other research methodology when conduct this research such as interview. Their also may conduct this research in private sector since this research was conduct at public sector government.

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CHAPTER 1

INTRODUCTION

Background of the Study

This chapter discusses ideas on what this study seeks to be researched upon. The introduction section is in sequence as follows: the background of the study, research problem, research objectives, research questions, significance of the study, limitations of the study and definition of key terms. This chapter justifies the reason why there was a need to conduct a research on the relationship between work-life balance factors and job satisfaction which is important to both employees and organization.

The implementation of work-life balance is very important to most organizations because it affects the employees' satisfaction. Work-life balance is a dividing line between work-life and personal life where a separation is formed between an individual's career, business profession, and every other domain that adds up to the individual's total life (Kalliath and Kalliath, 2013). Orrom (2008) stated that work-life balance also means to achieve the desired combination of participation in both and other segments of life. However, he also stated that the combination does not stay stagnant but changes as an individual goes through change of commitments and also responsibilities. According to Saleh, Wahjono, Aman, and Muthu (2015), work-life conflict is a serious problem that influences workers, their employers and the communities.