

THE RELATIONSHIP BETWEEN WORK LIFE BALANCE  
AND JOB SATISFACTION AMONG SUPPORT STAFF  
AT JABATAN HUTAN 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 paper, studies on relationship between work life balance and employee's job satisfaction among support staff at Jabatan Hutan Sarawak. The purpose of this correlation research study was to investigate is there any relationship between work life balance and job satisfaction among support staff at Jabatan Hutan Sarawak. The instruments that used to collect data for this study are questionnaire and analyzed using Statistical Package for the Social Science (SPSS). By using convenience sampling, 110 questionnaires were distributed, however, only 94 questionnaires were collected, which equal to 85.5% response rate. The total number of respondents that was analyzed was 94 respondents.

The results shows that there was significant positive relationship between Flexible working hours and job satisfaction is ( $r=.757$ ,  $p< 0.01$ ) which means there is very strong and positive relationship between Flexible Working Hours and Job Satisfaction. Meanwhile, Employee Wellness Program is ( $r=.612$ ,  $p< 0.01$ ) which is strong and have a positive relationship between Employee Wellness Program and Job Satisfaction. Therefore the study conducted indicates that work life balance had affected the employee's job satisfaction at Jabatan Hutan Sarawak.

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## CHAPTER 1

### INTRODUCTION

This chapter discusses the background of the study, the underlying problems regarding the variables, research objectives, research questions, importance of the study and limitations. At the end of this chapter, the definition of terms is also provided. The topic for this research study is the relationship of work life balance and employees' job satisfaction.

#### **Background of the Study**

Nowadays, every organization implements the practice of work life balance. This study is conducted to investigate the relationship between work life balance and job satisfaction among employees'. Based on Khatri and Behl (2013) research paper, the working condition and workload of the job has created a high pressure on the employees' individual life. Along these lines, work life balance is an initiative to balance the working life and non-working life of an employee. According to Khatri and Behl (2013), the idea of work life balance based on the thought that paid work and individual life ought to be seen less as contending needs than as integral components of a full life. There are many researches that has been implemented to investigate the relationship between work life balance to an employees' job satisfaction. According to Hasan bin Saleh (2015), work life balance is about creating, supporting and maintaining a peaceful and comfortable working condition, which then gives the employees' the opportunity to balance their