

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND
EMPLOYEES' JOB PERFORMANCE AT INTEGRATED
AGRICULTURE DEVELOPMENT AREA (IADA) SAMARAHAN

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DECLARATION OF ORIGINAL WORK

I, CYNTHIA SANDRA CHENDU ANAK ADING,

Hereby, declares that:

- This work has not been previously accepted in substance for any degree, locally or overseas, it is not being currently submitted for any other degrees.
- This project-paper is the result of my independent work and investigation, except wherever stated otherwise.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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ABSTRACT

The primary purpose of this study is to investigate the relationship between work-life balance and employees' job performance in public sector among employees at Integrated Agriculture Development Area (IADA) Samarahan. Guest 2002 work-life balance model was used in the research. The total population for this study was 130 and involved the staff at IADA Samarahan. The sampling technique used in this research is the convenience sampling. The sample size of 97 was chosen based on the suggestion of Krejcie and Morgan table (1970) which was used for the study. The instrument used for this study is developed by and was prepared in both languages: English and *Bahasa Melayu*. Reliability test was done and shows that all the items are reliable. The correlation analysis shows that demands of work, culture of work and personal control and coping does have an impact employees' job performance. However, work orientation factor shows no significant relationship with employees' job performance. The researcher recommended that in future, IADA Samarahan should become more alert in their staff welfare in order for them to be able to achieve work-life balance.

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CHAPTER 1

INTRODUCTION

Background of the Study

Employee performance is a core concept within work and organizational psychology. During the past years, researchers have made progress in clarifying and extending the performance concept (Campbell & Wiernik, 2015). Performance is not only related to the action but also involves judgement and evaluation process (Ilgen & Schneider, 1991). Every organization depends on its employees to achieve the organizational goals. But when the employees are unproductive and inefficient in work, the organizational goals cannot be achieved. In order to achieve the goals, work-life balance is required to increase the employees' performance.

Work- life balance has become an important phenomenon which has been a great concern to various employees in both private and public sector. Work- life balance affects the social, psychological, economical and mental wellbeing of the individual while it also has an implication towards the employees' attitudes, behaviors, wellbeing as well as organizational effectiveness (Eby, Lockwood, Bordeaux, & Brinley, 2005).

Organizations which have implemented the work life balance programs for their employee show that this work-life balance does affect the bottom line of the business in organizations. Today, in this competitive world, many organizations have