

**THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND JOB
SATISFACTION AMONG STAFF AT BANGUNAN SULTAN ISKANDAR**

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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

The purpose and the aim of this study was to investigate is there any relationship between work life balance and employee's job satisfaction at Pejabat Setiausaha Persekutuan Sarawak and Jabatan Tenaga Kerja Negeri Sarawak. The factors of work life balance that used to conducting the analysis was flexible working hours and employees' wellness program since these two organization implemented the two factors of work life balance. The sample size of the respondents for the study was all the staff at staff in Pejabat Setiausaha Persekutuan Sarawak is 43 staff and as for the staff at Jabatan Tenaga Kerja Negeri Sarawak is 78 staff and after combined the total respondent was 121. The instruments that used to collect data for this study is questionnaire and analyzed using. Based on the findings and discussions the overview for this study was that flexible working hours and employees' wellness program had very significant and positive relationship with employee's job satisfaction. Therefore the study conducted indicate that work life balance had affected the employee's job satisfaction. There might be others factors of work life balance that also have a relationship with employee's job satisfaction.

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CHAPTER 1

INTRODUCTION

This chapter discussed 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. Based on the study and research that had been conducted at Pejabat Setiausaha Persekutuan Sarawak and Jabatan Tenaga Kerja Sarawak, it had been observed that the flexible working hours and employees' wellness program had positive and strong relationship with the job satisfaction.

Background of the Study

Nowadays, every organization implements the practice of work life balance. This study was conducted to investigate the relationship between work life balance and job satisfaction among employees'. Based on Parkash Vir Khatri and Jyoti 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 Parkash Vir Khatri and Jyoti 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