



THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND
EMPLOYEES' WELL-BEING AMONG EMPLOYEES OF
INSTITUTE OF TEACHER EDUCATION MALAYSIA CAMPUS
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“DECLARATION OF ORIGINAL WORK”

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Hereby, declare that:

- 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

This study was conducted to have a better understanding on the work-life balance which focused more on to work-family conflict and family-work conflict towards employees' well-being among employees of Institute of Teacher Education Malaysia Campus Tun Abdul Razak (IPGKTAR), Sarawak. Objective of this study is to identify the relationship of two variables which are work-family conflict and family-work conflict that affect the employees' well-being. Data were obtained via a survey questionnaire from 97 respondents. After testing the Pearson Correlation Analysis, and Reliability Analysis Test, the results show that two independent variables, work-family conflict ($r=.361^{**}$) and family-work conflict ($r=.551^{**}$) have moderate and strong correlation, positive and significant relationship with employees' well-being. The study also states the recommendation for the employees, organizations as well as for the future researchers to make the necessary improvements.

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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 researcher 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 family-work conflict (FWC) will decrease life satisfaction and increase the depression (Li, 2015).