

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND  
EMPLOYEES' JOB PERFORMANCE AMONG OFFICE SUPPORT  
STAFF AT FELCRA BERHAD WILAYAH SARAWAK

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- This work has not been previously accepted in substance for any degree, locally overseas, it is not being currently submitted for any other degree.
- This project-paper is the result of my independent work and investigation, except wherever stated otherwise.
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## **ABSTRACT**

This study was conducted to have better understanding on the influencing factors of work life balance (demand of work, culture of work, work orientation, and personal control and coping) which contributed to the employees' job performance among the support staff in FELCRA Berhad Wilayah Sarawak. This research project has fulfilled the objective to identify the relationship between work-life balances and employee job performance. Data were obtained via a survey questionnaire from 100 respondents among the support staff. Based on the findings, it showed that demand of work has negative relationship to the employees in FELCRA Berhad Wilayah Sarawak while culture of work, work orientation, and personal control and coping have positive and significant relationship toward employee job performance. Moreover the findings of this study provide a guidance for the top management as a way to improve the job performance among the employees. In addition, it also states the recommendation for the organization and employees as well as for future researcher to make some necessary improvement.

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## **CHAPTER 1**

### **INTRODUCTION**

In this chapter, it focuses on the background of the study on the relationship between work-life balance and employees' job performance in private sector. This chapter also focuses on the statement of the problem, research objectives, research questions, significance of study, limitation of the study and the definition of the terms used.

#### **Background of Study**

Based on past researches, an increase in quantity of research on the work-life balance issue have been performed due to the cognizance of the effects of the demanding work environments in today's modern competition world. A research done by Obiageli, Uzochukwu, and Ngozi (2015) stated that organizations need to look another way round on motivate their employee's in order to meet their organization's goals.

The purpose of this research is to investigate whether there is relationship between work-life balance and employee's job performance and it is also to introduce the appropriate employment practices that can help the employee's to achieve their best work-life balance and also give the tangible benefits to the organization and the individual itself (Mendis & Weerakkody, 2014).

Insufficient of work-life balance is a problem that can cause big risks to workers well-being, their performance and also the organization's performance. There