



THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE PRACTICES AND JOB  
PERFORMANCE AMONG THE SUPPORT STAFF AT MALAYSIAN COCOA  
BOARD (MCB) KOTA KINABALU, SABAH

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**“DECLARATION OF ORIGINAL WORK”**

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## ABSTRACT

Work-life-balance means different things to different people and different things at different stages of life. Employees who achieve their work-life balance more efficiently are more committed on their work and they were less likely become ill as a result of stress. There were three work-life balance which are flexible working hours, job sharing and leave include in independent variable and job performance that include in independent variable were used to determine the correlation between work-life balance and job performance among employees in Malaysian Cocoa Board (MCB) Kota Kinabalu, Sabah. The aim of this study was to find out is there any relationship between flexible working hours, job sharing, leave and job performance among employees in Malaysian Cocoa Board (MCB) Kota Kinabalu, Sabah, Moreover, there were questionnaire being distributed and the structured questions were the close-ended type. Thus, an SPSS version 23 was used to analyse the data. In addition, Pearson correlation was used to measure as well as know the strength of the relationship. Based on the results, the correlation analysis shows that each work-life balance practices have a relationship between job performance. Hence, the findings of this study shows by applying work-life balance practices, it can help employees to improve their performance, reduction of costs in terms of turnover occurs, absenteeism, and enhanced organizational productivity. Hence, it is recommended for organization to practice another work-life balance and employees should know the important of work-life balance in their life

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## CHAPTER 1

### INTRODUCTION

#### Background of the Study

Several researchers had previously study and discover in the matter of work and personal life. Work Life balance, is one of the major drawbacks throughout history of many organizations, one of the main reason is because much of the companies are giving so much tasks and assessment to the workforce that they cannot possibly finish within office hour (Mahajan, 2015). Various studies on work life balance indicates that workplace have important consequences on individuals and their families. Work life balance means adjusting the arrangement of work so that your employees can benefit from a better fit between their work and parts of personal life and in long run hope to attain sustainable growth and profitability (Verma, 2007). Work-life balance from an employees' point of view is the maintenance of stability in the middle between responsibilities at work and at home. Moreover, every single of employee who engages in work will have their own personal and professional life. Both of these are hard to separate because everyone needs work in order to experience a good life. There are several benefits of work-life balance practices and the possibilities to assist develop the employee job performance in terms of increased organizational commitment, job satisfaction, and reduction on the turnover rate (Kamau, 2013).