

**THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEES'
JOB PERFORMANCE AT KEMENTERIAN PEMBANGUNAN
PERINDUSTRIAN DAN KEUSAHAWANAN PERDAGANGAN DAN
PELABURAN SARAWAK**

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ABSTRACT

This research was conducted to find out the relationship between work-life balance and employees' job performance at Kementerian Pembangunan Perindustrian dan Keusahawanan, Perdagangan dan Pelaburan Sarawak. The objectives of this research was to identify the level of agreement of work-life balance on employees' performance at Kementerian Pembangunan Perindustrian dan Keusahawanan Perdagangan dan Pelaburan Sarawak and to investigate the relationship between work-life balance and employees' performance at Kementerian Pembangunan Perindustrian dan Keusahawanan Perdagangan dan Pelaburan Sarawak. This research has involved 90 office support staff at Kementerian Pembangunan Perindustrian dan Keusahawanan, Perdagangan dan Pelaburan Sarawak. For the pre-test, the questionnaires were distributed at Institute Kemahiran Mara. Method for data collection was done by using questionnaires and the data was analyzed by using SPSS version 20. As a conclusion, all those four variables have strong correlation on employees' job performance. Further recommendations were suggested in the thesis.

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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 their 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 needed 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 has affects the social, psychological, economical and mental wellbeing of the individual while it also has an implication towards the employees' attitudes, behaviours, wellbeing as well as organizational effectiveness (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005).

Organizations that have been implemented the work life balance programs for their employee shows that this work-life balance does affects the bottom line of the