

UNIVERSITI TEKNOLOGI MARA
FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY
STUDIES



PERCEPTION TOWARDS WORK LIFE BALANCE AMONG
PUBLIC HIGHER LEARNING INSTITUTIONS IN KOTA
SAMARAHAN

ALWANI BINTI ABDUL RAHMAN

2012752871

NURSHARMINA BINTI LILEK

2012321661

DECEMBER 2014

THE ABSTRACT

Abstract

Study on Work Life Balance (WLB) mostly published from Anglo-Saxon and Western countries such as US compared to Malaysia. There was very limited work published by Malaysian. Moreover, less concern from the government of Malaysia also contributed to low attribution on WLB concepts and alternatives among public sector. Therefore, the main purpose of this study is to determine the current level of WLB's achievement among public servants in three (3) selected public higher learning institutions in Kota Samarahan. Next, the identification of dominators of individual factors and organisational factors that affected the public servants to balance between work and life. From both factors, researchers need to identify whether both factors can be influencing the achievement of WLB. Finally, the next purpose is to identify if gender's role can influenced the WLB status among the public servants. Public servants here refer to both academic staff and non-academic staff from three public higher learning institutions. Findings were based on 145 respondents' data analysis. The study highlighted that level of WLB achievement among public servants almost high, that means good. Both factors of individual and organisation have significance relationship in balancing work life, meanwhile individual factors is dominator. Plus, gender's role is able to influence efforts to gain WLB among employees that can leads to gender conflict if not wisely managed. In short, awareness on WLB's concepts, programme and policy must be increased as can give benefits to the organisation as well the individual.

Table of contents

Supervisor’s comment/Moderator’s comment	i
Clearance for Submission of the Research Proposal by the Supervisor	ii
Acknowledgement	iii
Declaration	iv
List of Tables	v
List of Figure	v
Abstract	vi
Chapter 1: Introduction	
1.0 Introduction	1
1.1 Background of Study	2
1.2 Problem Statements	4
1.3 Research Questions and Research Objectives	6
1.4 Scope of Study	8
1.5 Significance of Study	9
1.6 Definition of key terms	11
Chapter 2: Literature Review & Conceptual Framework	
2.0 Introduction	12
2.1 Definitions of Work Life Balance	12
2.2 History Context of Work Life Balance	15
2.3 Components of Work Life Balance	18
2.4 Factors that lead to Achieve Work Life Balance	25
<i>2.4.1 Organizational Factors</i>	
<i>2.4.2 Individual Factors</i>	

CHAPTER 1

INTRODUCTION

1.0 Introduction

In this chapter researchers discuss on the background of study and reasons for conducting this study on the areas of work life balance perceptive between women and men in the government sector. In Section 1.1 is discussing on the background of study, Section 1.2 is focusing on the problem statement of the topic. On other hand Section 1.3 is regarding research objectives and questions. Section 1.4 explains the significance of study whereas Section 1.5 is focusing on the scope of study. Lastly, Section 1.6 states the definition of key terms.

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.0 Introduction

This chapter explains further on the literature review on the aspect of work life balance and gender perceptive on this aspect. We are using secondary resources that Section 2.1 is on the definitions of work life balance. On the other hand Section 2.2 discuss on history context of work life balance. Section 2.3 is discussing on the elements of work life balance whereas in Section 2.4 on the factors that lead to achieve work life balance. Section 2.5 provides the conceptual framework and finally Section 2.6 state on the hypotheses of the study.

2.1 Definitions of Work Life Balance

There are many areas of definition on the work life balance based on the individual or organization. As discussed by Lockwood that the definitions of work life balance has chameleon characteristics. Therefore the different viewpoints arise from different background of groups and also depend on the context of conversation (Lockwood, 2003). There are several terms used regarding work life balance such as work-family conflict, family-friendly benefits, work-life initiatives, and work-life programs (Lockwood, 2003). In