

THE STUDY OF RELATIONSHIP BETWEEN LIFESTYLE,
PERFORMANCE AND WORK OVERLOAD
WITH EMPLOYEES' WORK-LIFE BALANCE AT
CARIGALI-PTTEPI OPERATING COMPANY SDN. BHD.,
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CHAPTER 1

INTRODUCTION

Background of the Study

Work-life balance is about managing effectively between paid work and other activities that are important to us including spending time with family, which involving sports and recreation, spiritual development and meditation. A good work-life balance is defined as prioritizing both work and life equally as many people agree that employee's career should not overwhelm individual's ability to enjoy a satisfying personal life outside business environment. Previous researchers understand the term of work-life balance to mean the harmonious interface between different life domains (Abendroth and den Dulk, 2011). There is a statistic among Americans who have been experimenting or experiencing the balance of their work and life. One source from five-year study of the American workforce conducted by the Families and Work Institute identified that 30% of employees often or very often feel burned out or stressed by their jobs, 27% feel emotionally drained from their work, and 42% feel used up at the end of the work day.

The reason why must everyone; employees and employers, should concern on balancing their work and life because to achieve contentment in oneself. It is based on their determination and commitment towards the happiness.