

A STUDY ON THE FACTORS OF WORK-LIFE BALANCE
AFFECTING EMPLOYEES' JOB PERFORMANCE IN
YAYASAN PAHANG, KUANTAN PAHANG

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ABSTRACT

The purpose of this study is to identify the factors of work-life balance affecting employees' job performance in Yayasan Pahang. This study was investigated the most influential factors of work-life balance either of work-life conflict, work-health conflict or flexibility working environment. The questionnaires had been distributed simple randomly to the employees in Yayasan Pahang for every department. There had four department involved which is Administrative Department, Investment Department, Educational Assistance Department and Finance Department. The population respondents for this study were 88, but only 66 respondents based on Krejcie & Morgan were selected and analyzed in this research. After collected the questionnaires from the respondents, the data had been analyzed by using Statistical Packages for the Social Sciences (SPSS) version 20 to get the results. Based on the findings, the researcher found that the highest factor of work-life balance was work-life conflict. This result was based from what the respondents in Yayasan Pahang were chosen by five Likert-Scale. The findings also shows that work-family conflict was higher and employees' job performance in Yayasan Pahang also higher. The researcher suggested that shift work is important used tool to organization being active in response, increase flexible market demand and increase work-life balance.

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