

ABSTRACT

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE POLICIES AND EMPLOYEES' JOB SATISFACTION IN GOVERNMENT SECTORS

Lo Fhung Lin

Bachelor of Science with Honours

(Human Resource Development)

2012

This study aims to identify the relationship between work-life balance policies and employee's job satisfaction in government sector. The study was conducted in the government sector. Quantitative method was used and five Likert-scale questionnaires were distributed to the respondent. 180 survey questionnaires were distributed to the staff in the government sector in Kuching and 119 were returned and only 114 set of survey questionnaires were useable. The study was conducted to determine the relationship between Work-Life Balance Polices (which is Flexible Working Arrangement, Maternity leave and Childcare policy) and employee's job satisfaction. The relationship between work-life balance policies and employees' job satisfaction were estimated using Pearson Correlation Coefficient. The data collected is analyzed using the SPSS version of 17.0. From the analysis, it shows that there is a significant relationship between flexible working arrangement and employee's job satisfaction ($r= 0.602^{**}$, $p= 0.000$) and the relationship between childcare policy and employees' job satisfaction also shows that there has a significant relationship ($r= 0.534^{**}$, $p= 0.000$). The result also shows that the relationship between maternity leave and employee's job satisfaction, has no significant relationship ($r= 0.162$, $p= 0.082$). The contribution of this study and recommendation for human resource practitioners, organization and future researchers also further discussed.

ABSTRAK

HUBUNGAN ANTARA POLISI KESEIMBANGAN ANTARA KERJA DAN KEHIDUPAN DAN KEPUASAN KERJA PEKERJA DALAM SEKTOR KERAJAAN

Lo Fhung Lin

*Bachelor of Science with Honours
(Human Resource Development)
2012*

*Kajian ini adalah bertujuan untuk mengenal pasti hubungan antara polisi keseimbangan antara kerja dan kehidupan dengan kepuasan kerja pekerja dalam sektor kerajaan. Kajian ini dilakukan di sektor kerajaan. Dalam kajian ini, kaedah kuantitatif telah digunakan dan responden dikehendaki menjawab soalan soalan selidik berdasarkan "Five Likert Scale". Dalam kajian ini, sebanyak 180 set borang soal selidik telah diedarkan kepada kakitangan kerajaan di Kuching. Walaubagaimanapun, hanya 119 set borang soal selidik telah dikembalikan dan hanya 114 set borang soal selidik boleh digunakan. Kajian ini dijalankan untuk mengenal pasti hubungan antara polisi keseimbangan antara kerja dan kehidupan (Penyusunan Kerja Secara Fleksibel, Cuti bersalin dan Polisi Penjagaan Kanak-kanak) dan kepuasan kerja pekerja dalam sektor kerajaan. Data yang diperolehi dianalisis dengan menggunakan SPSS versi 17.0 dan diuji dengan ujian Korelasi Pearson. Ujian Korelasi Pearson menunjukkan bahawa hubungan di antara penyusunan kerja secara fleksibel dan kepuasan kerja di sector kerajaan mempunyai hubungan yang signifikan ($r= 0.602^{**}$, $p= 0.000$) dan hubungan di antara polisi penjagaan kanak-kanak dan kepuasan kerja pekerja di sektor kerajaan turut mempunyai hubungan yang signifikan ($r= 0.534^{**}$, $p= 0.000$). Namun demikian hubungan di antara cuti bersalin dan kepuasan kerja pekerja tidak menunjukkan hubungan yang signifikan ($r= 0.162$, $p= 0.082$). Sumbangan kajian ini dan cadangan untuk para pengamal sumber manusia, organisasi dan penyelidik masa depan turut dibincangkan dengan lebih lanjut.*