

**GENERATION Y EMPLOYEES
AND THEIR PERCEPTIONS
OF WORK-LIFE BALANCE
PRACTICES**



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Gen Y & Work-Life Balance

Why? How?

Why?

- ◆ WLB has become the buzz word globally even in Asia although this practice is still novel to some.
- ◆ Clark (2000) defines work-family balance as “*satisfaction and good functioning at work and at home, with a minimum of role conflict*” (p. 751).

The background features abstract geometric shapes in shades of green and teal. In the upper right, there is a light green trapezoidal area containing white icons of a planet with rings, a rocket, a globe, and several stars. The main text is centered in a large, bold, black font.

Gen Y & WLB?

International

Generation Y perceived that their private life should be given an attention as equal as their professional life (Tovey, 2016).

Asia

WLB has been named the most important factor for job satisfaction by working professionals in the Asia Pacific, according to the New World of Work Survey (Lee, 2016).

Malaysia

A recent New World of Work (NWoW) study indicated that 82 percent of Malaysian respondents valued work-life balance as an important element of their jobs (Vijaindren, 2016).

Hence, this study was carried out through qualitative methods to study more in depth about the perceptions of Generation Y employees in regards work life balance practices.

Main Objectives

Objective 1: To find out the work and family related issues and challenges faced by the Generation Y employee.

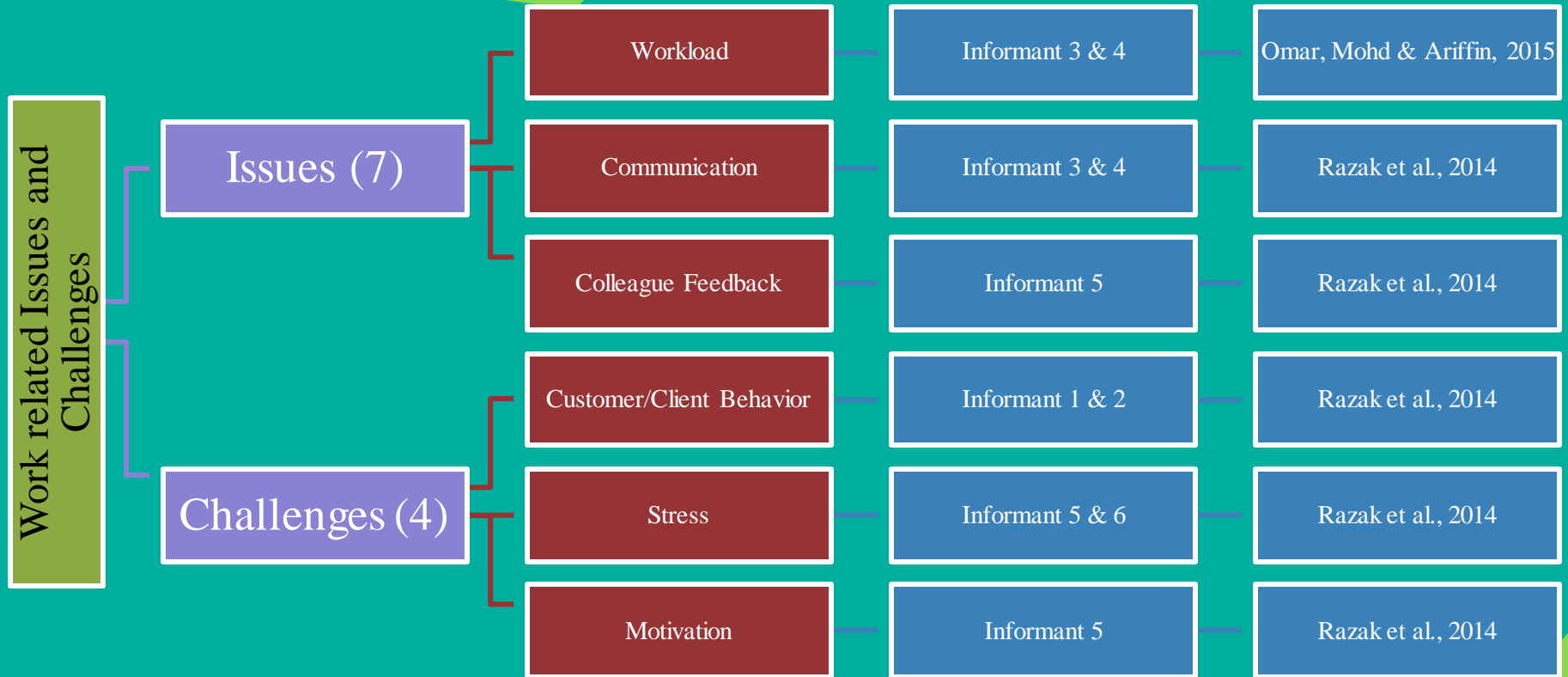
Objective 2: To Get an Insight How Generation Y Cope with Managing the Balance between Work and Personal Commitments.



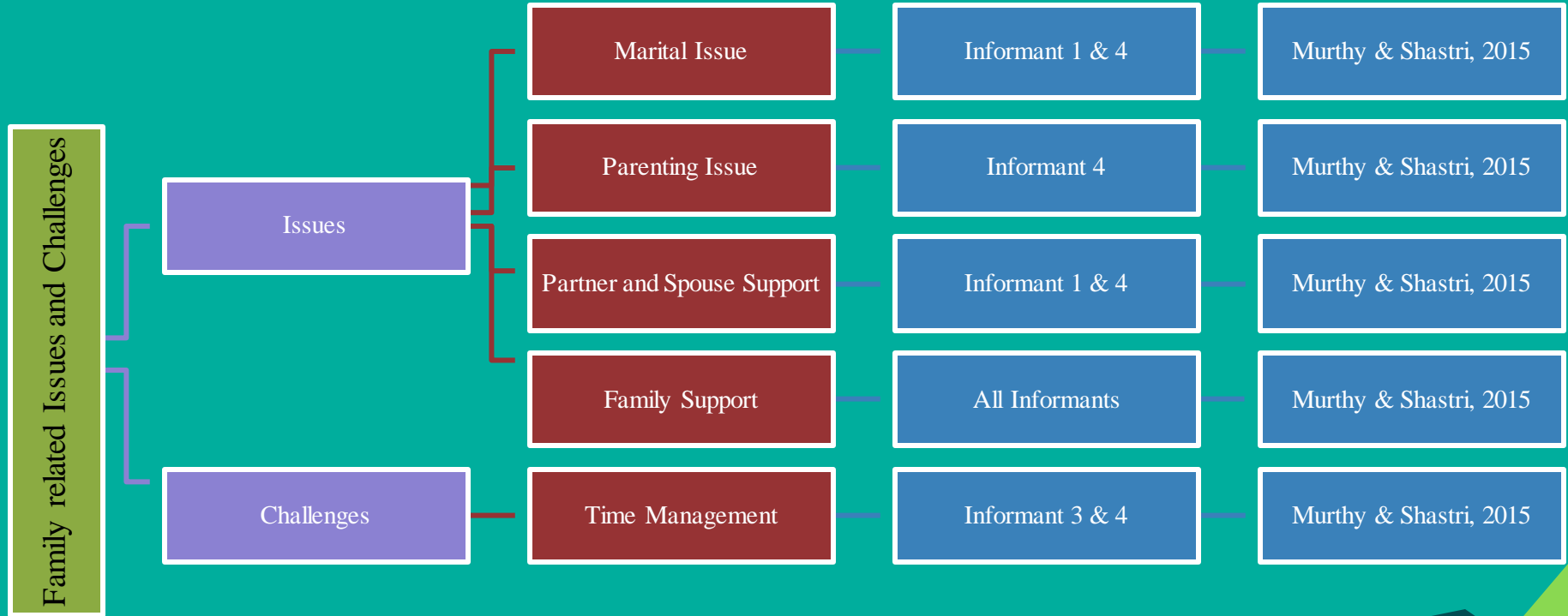
Methods

RESEARCH DESIGN	Qualitative Method
CHARACTERISTICS OF SAMPLE	<ul style="list-style-type: none">• Gen Y employee• Male and female employees• Age between 22-36 years old• Currently work either in public or private sector• Single and married• Year of working service between 2.5–13 years
SAMPLE	<ul style="list-style-type: none">• 6 informants
DATA ANALYSIS METHOD	<ul style="list-style-type: none">• Content Analysis
RESEARCH INSTRUMENT	<ul style="list-style-type: none">• Interview question based on research objectives
SAMPLING TECHNIQUE	<ul style="list-style-type: none">• Purposive Random Sampling
LOCATION	<ul style="list-style-type: none">• Bintulu, Sarawak, Malaysia

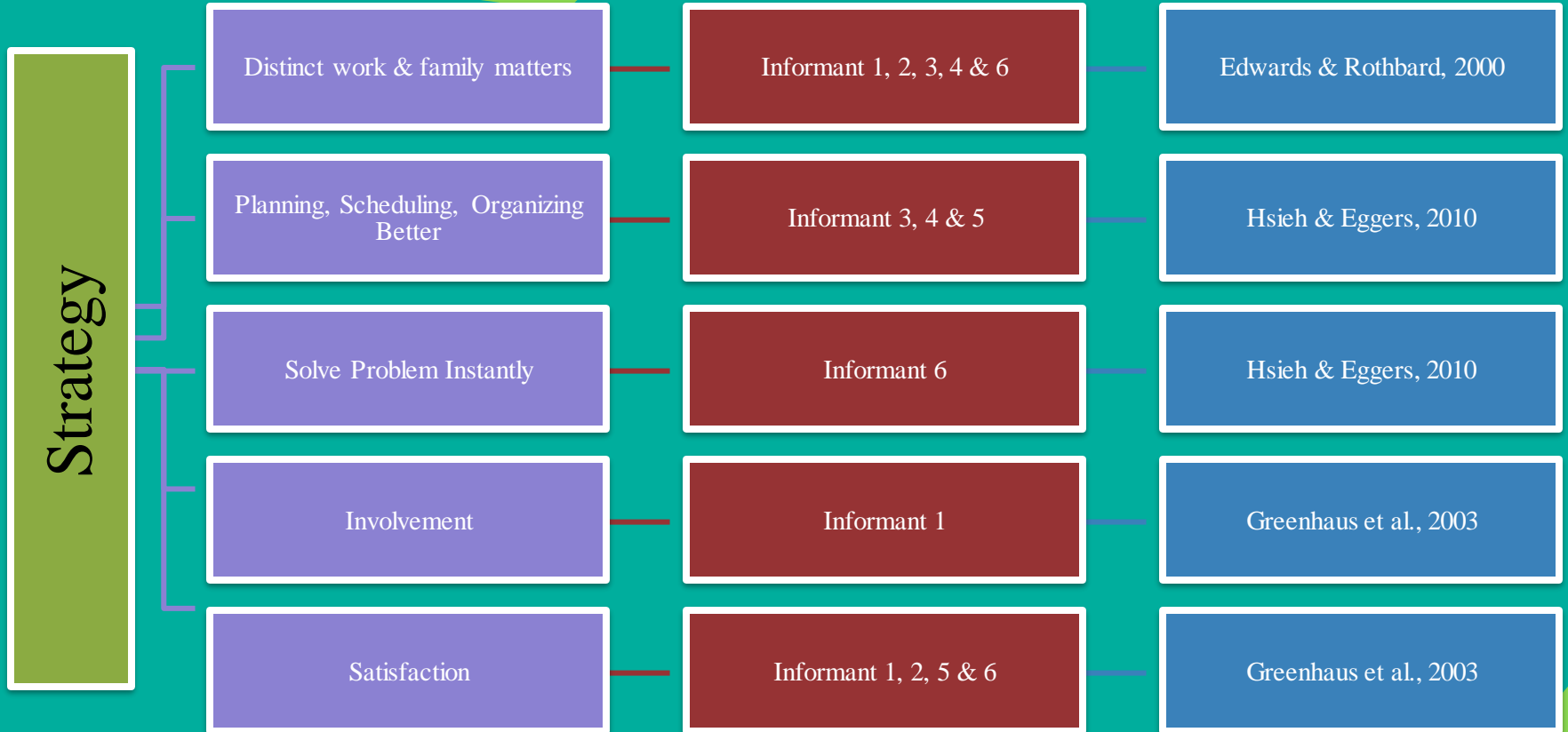
Objective 1: To find out the work and family related issues and challenges faced by the Gen Y employee.



Objective 1: To find out the work and family related issues and challenges faced by the Gen Y employee (Cont..).



Objective 2: To Get an Insight How Gen Y Cope with Managing the Balance between Work and Personal Commitments



Conclusions

Work

The perception of Gen Y employee towards work-life balance is positive which they **segmented** both worked and life clearly.

Life

This study can be recommended to...

Organization

- Could plan and implement family-friendly work-life balance policies that benefit across generation in the organization.

HR Practitioner

- conveys additional information that can be related to talent retention of Gen Y employee.
- provide work-life balance practices or policies as a business strategy to attract and retain talent especially Gen Y.

Future Researcher

- Utilize different methods to gather more data as well as to be able to view an overall view of Gen Y perception towards work-life balance practices.

Credits to...

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“Balance is not better time management, but better boundary management. Balance means making choices and enjoying those choices.” – Betsy Jacobson



Thanks!

Any questions?

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