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

<table>
<thead>
<tr>
<th>RESEARCH DESIGN</th>
<th>Qualitative Method</th>
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<tbody>
<tr>
<td>CHARACTERISTICS OF SAMPLE</td>
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<tr>
<td>Gen Y employee</td>
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<td>Male and female employees</td>
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<td>Age between 22-36 years old</td>
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<td>Currently work either in public or private sector</td>
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<td>Single and married</td>
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<td>Year of working service between 2.5–13 years</td>
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<tr>
<td>SAMPLE</td>
<td>6 informants</td>
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<td>DATA ANALYSIS METHOD</td>
<td>Content Analysis</td>
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<td>RESEARCH INSTRUMENT</td>
<td>Interview question based on research objectives</td>
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<tr>
<td>SAMPLING TECHNIQUE</td>
<td>Purposive Random Sampling</td>
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<td>LOCATION</td>
<td>Bintulu, Sarawak, Malaysia</td>
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Objective 1: To find out the work and family related issues and challenges faced by the Gen Y employee.

**Work related Issues and Challenges**

- **Issues (7)**
  - Workload
    - Informant 3 & 4
    - Omar, Mohd & Ariffin, 2015
  - Communication
    - Informant 3 & 4
    - Razak et al., 2014
  - Colleague Feedback
    - Informant 5
    - Razak et al., 2014
  - Customer/Client Behavior
    - Informant 1 & 2
    - Razak et al., 2014

- **Challenges (4)**
  - Stress
    - Informant 5 & 6
    - Razak et al., 2014
  - Motivation
    - Informant 5
    - Razak et al., 2014
Objective 1: To find out the work and family related issues and challenges faced by the Gen Y employee (Cont..).

Family related Issues and Challenges

Issues
- Marital Issue
  - Informant 1 & 4
  - Murthy & Shastri, 2015
- Parenting Issue
  - Informant 4
  - Murthy & Shastri, 2015
- Partner and Spouse Support
  - Informant 1 & 4
  - Murthy & Shastri, 2015
- Family Support
  - All Informants
  - Murthy & Shastri, 2015

Challenges
- Time Management
  - Informant 3 & 4
  - Murthy & Shastri, 2015
Objective 2: To Get an Insight How Gen Y Cope with Managing the Balance between Work and Personal Commitments

- Distinct work & family matters
  - Informant 1, 2, 3, 4 & 6
  - Edwards & Rothbard, 2000

- Planning, Scheduling, Organizing Better
  - Informant 3, 4 & 5
  - Hsieh & Eggers, 2010

- Solve Problem Instantly
  - Informant 6
  - Hsieh & Eggers, 2010

- Involvement
  - Informant 1
  - Greenhaus et al., 2003

- Satisfaction
  - Informant 1, 2, 5 & 6
  - Greenhaus et al., 2003
The perception of Gen Y employee towards work-life balance is positive which they segmented both worked and life clearly.
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.
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<tr>
<th>Name</th>
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<th>Journal/Source</th>
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<td>Tovey, A. (2016)</td>
<td>Work-life balance tops list of young workers’ worries.</td>
<td>Retrieved November 11, 2016, from The Telegraph: <a href="http://www.telegraph.co.uk/">www.telegraph.co.uk/</a></td>
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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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