

Does work-life balance have a relationship with work performance?

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Abstract

Attaining work-life balance is challenging. Juggling work and personal affairs can be a highly demanding effort and the inability to attend to everything can leave one frustrated and exhausted. Increased level of stress, turnover and absenteeism rate are some of the negative repercussions of this. This study therefore, aims to further examine the relationship between work-life balance and work performance among non-executive level staff at Sarawak State Civil service. There were 44 acceptable self-administered questionnaires collected and analysed out of 64 questionnaires that were distributed for this exploratory stage of study. The result disclosed a significant but weak relationship between work-life balance and job performance. As the result, the study proposes to outline a work-life balance practices or programs such as job design that helps in employee productivity, employee assistance programs, health programs, aerobic sessions, family day and encouragement for employees to participate in seminars on stress and time management. Genuine concern and extensive involvement of the company in achieving the work-life balance will yield positive outcome from the employees.

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INTRODUCTION

In a society filled with conflict responsibility and obligations towards personal lives, family values and aging workforce, work-life balance issues have become serious consideration at the workplace. Many studies have been conducted on work-life balance for example one of the main Canadian study conducted by Lowe (2005), 1 of 4 employees experience high levels of conflict between work and family if the conflict overload, then close to 60% of employees surveyed experience work-family dispute. According to Lowe (2005), the factor that influences work-life balance the most is the amount of time spent at work. Based on The Sunday posted on 23 May 2013, a better pay and benefits were the main reason affected the Malaysian work-life balance. Other factors are management's issues with 52%, career advancement with 47% and better work-life balance with 45% emphasizing the growing importance of peer learning.

In the early 2010, the Managing Tomorrow's People survey found that 45% of Malaysian respondents did not mind carrying more responsibilities at work if they are

paid accordingly. The results also showed that 36% of the employees desired a better balance between work and life. Although the numbers reported was not more of population, it cannot be uncared for. The previous research showed that employees were no longer concerned only about pay, and place, emphasis on delivering value and working with companies with strong corporate responsibility. Price water house Coopers (PwC) also report Malaysians wanted a better work-life balance in addition to having salaries that match their work and responsibility. Therefore, the study attempted to investigate the relationship between work-life balance and job performance.

2. RESEARCH PROBLEM AND OBJECTIVES

Work-life balance seems harder to achieve nowadays. Inability to balance their work and life might affect the health of employees, increase their level of stress, turnover and absenteeism rate which give an impact on employees' job performance (Hana Hamidi, 2005). In Malaysia, more than 60% of workers felt that they did not