



The Mediating Role of Leisure Satisfaction between Work and Family Domain and Work-Life Balance

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ABSTRACT

This study aimed to determine the mediating role of leisure satisfaction between work domain (work overload and job involvement), family domain (family workload and family support) and work-life balance among teachers in Kuching. Fifty employees responded to the self-administered questionnaire in one of a primary school in Kuching area. Data was analyzed Pearson Correlation, Regression and Sobel Test. Results indicated that work overload and family workload are negative and significantly influence employee work-life balance while job involvement and family support are positive and significantly effect work-life balance. This research revealed work overload, job involvement, family workload, family support, and work-life balance are partially mediated by leisure satisfaction. Thus, it is recommended for organizations to organize variety of leisure activities as a strategy to assist employees to improve work-life balance.

Keywords: Work overload; Job involvement; Family workload; Family support; Leisure satisfaction; Work-life balance

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INTRODUCTION

In recent years, people start to consider the importance of work-life balance as their priority to select their career. World Happiness Report indicated that Malaysia ranks as the

42nd happiness country among 155 countries such as America, Singapore, Finland, and other countries (Othman, 2017). Additionally, conflicts between job and non-work domain are the main source of stress in personal life (Byron, 2005; Md-Sidin, Sambasivan & Ismail, 2008; Nayak & Pandey, 2015). Ab-basi (2015) found that harmony in work and non-work domain can encourage individual's work life balance due to the supportive relationship in both domains can avoid imbalance work life and this allow an individual to reach his or her personal and professional goals.

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