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The Relationship of Work Life Balance and the Quality of Life among Employees Studying Part Time

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Abstract

In this modern day, higher levels of qualifications are increasing in order to gain knowledge and competency and at the same time to gain salary and promotion within existing employment. Even though there are many benefits of studying part-time while working, there are also challenges behind it. In general, employees who study part time are probably to have jobs and families and may consequently experience challenges juggling many different life priorities. Hence, this study aims to identify the relationship of work life balance and the quality of life among employees studying part time. This is a correlational research utilizing quantitative method. 60 respondents from Universiti Malaysia Sarawak (UNIMAS), Universiti Utara Malaysia (UUM), Open University Malaysia (OUM) dan Universiti Teknologi Mara (UiTM) were recruited as respondents and purposive sampling technique is used. The data collected has been look over using Spearman Rank-Order Correlation Test. The results of this study showed that there is a significant correlation between work-family conflict and the quality of life among employees studying part time and between family-work enrichment and the quality of life among employees studying part time. Other than that, this study is important to employers as findings in this research expects to help organizations and universities to create a strategy to support work-life balance among the employees studying part time.

Keywords: Work-Life Balance, Work-Family Conflict, Family-Work Conflict, Work-Family Enrichment, Family-Work Enrichment, Quality of Life, Employees Studying Part Time

Introduction

According to the United States Department of Education, more than 78% of their undergraduate students are working with an average of 30 hour-per-week jobs and quarter of their full-time students are also working full time (Dumbauld, 2019). In addition, most of their students are working because