

**THE RELATIONSHIP BETWEEN
MOTIVATION FACTORS AND WORK-LIFE BALANCE
AMONG EMPLOYEES IN
INFRASTRUCTURE UNIVERSITY KUALA LUMPUR
(IUKL)**

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by

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**Thesis is Submitted to
Othman Yeop Abdullah Graduate School of Business
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ABSTRAK

Kajian berkenaan keseimbangan kerja dan kehidupan (*work-life balance*) di Infrastructure University Kuala Lumpur dilakukan untuk mengkaji mengenai tahap keseimbangan kerja dan kehidupan pekerja. Kajian ini adalah kajian berbentuk kuantitatif yang menggunakan metodologi *survey*. Responden kajian ini terdiri daripada kakitangan akademik dan bukan akademik iaitu seramai 103 responden. Kajian ini menyelidik berkenaan kaitan antara pembolehubah bebas yang terdiri daripada penyeliaan, polisi universiti, suasana pekerjaan dan faedah syarikat terhadap pembolehubah bersandar iaitu keseimbangan kerja dan kehidupan. Dapatan daripada kajian ini menunjukkan bahawa terdapat kaitan antara pembolehubah bebas dan pembolehubah bersandar. Dapatan kajian ini memberi gambaran tentang kedudukan semasa keseimbangan kerja dan kehidupan pekerja di Infrastructure University Kuala Lumpur dan faktor-faktor yang memberi kesan kepada tahap keseimbangan kerja dan kehidupan kepada pekerja-pekerja di Infrastructure University Kuala Lumpur .

ABSTRACT

The research on work-life balance in Infrastructure University Kuala Lumpur was done to study the level of work-life balance of employees of the Infrastructure University Kuala Lumpur. This study engaged a quantitative approach and survey method was used to gather data from respondents. The respondents of this study were 103 comprised of academic and non-academic employees. This study examined the relationship between independent variables that comprised of supervision, university policy, working condition and company benefits on the dependent variable which is work-life balance. The outcomes of this study indicate the current situation of work-life balance and the factors that impacting work-life balance on employees of Infrastructure University Kuala Lumpur.

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List of Abbreviations

IUKL	Infrastructure University Kuala Lumpur
WLB	WLB
IV	Independent Variables
DV	Dependent Variables
LAN	Lembaga Akreditasi Negara
MQA	Malaysian Qualification Agency
PHEI	Private Higher Education Institutions
KLIUC	Kuala Lumpur Infrastructure University College
JKR	Jabatan Kerja Raya
ANOVA	Analysis of Variance
HRM	Human Resource Management
KPI	Key Performance Index
ERI	Effort Reward Imbalance
MQA	Malaysian Qualification Agency
ISO	International Organization for Standardization
EAP	Employee Assistant Programme
ESOS	Employee Share Option Scheme
KWSP	Kumpulan Wang Simpanan Pekerja

CHAPTER 1

INTRODUCTION

1.1 An Overview of Malaysian Education System

Education in Malaysia is the responsibility of the Malaysian Federal Government. Malaysian educational system consists of pre-school to higher education. Beginning May 2013, pre-tertiary (pre-school, primary and secondary school) to higher education were combined and were put under the purview of Ministry of Education with the aim to make Malaysia as hub for educational excellence.

Malaysian government provides free education for primary and secondary schools. Primary school is compulsory for the students starting from seven years old to twelve years old. Students will sit for general examination at the end of final year in the primary, lower secondary and upper secondary level. Upon completion of secondary level, students can pursue their study to upper secondary level which takes between 1 to 2 years as preparatory course prior to entry into university for tertiary level.

At tertiary level, higher education institutions provide the programme of studies from certificate up to Ph.D levels. The tertiary programmes in the field of academics and professionals are provided by both public and private education institutions. Public institutions are funded by the government such as public universities, community college, polytechnics and teacher training college. Private institutions are funded by private entity such as private university, private

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