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THE EFFECT OF LIFESTYLE ON EMPLOYEE PERFORMANCE

By

FAREZA NOVANDRO RIADISTIRA

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ABSTRACT

The main aim of this study was to analyze the effect of personal objective, worklife balance and healthy lifestyle on employee performance. This study was conducted at Universiti Utara Malaysia, Kedah, Malaysia. The sample of this study consists of 240 UUM lecturer who were randomly selected. Data were collected through questionnaires that distributed by email. The data were analyzed using various statistical techniques such as reliability analysis, descriptive analysis, correlation analysis and regression analysis. Based on the regression results, there was a clear indication that worklife balance was negatively related to employee performance. On the other hand, personal objective and healthy lifestyle were positively related to employee performance. The findings of the study provide some new insights on the impact of worklife balance and healthy lifestyle on employee performance.

Keywords: Personal Objective, Worklife Balance, Healthy lifestyle, Employee Performance
ABSTRAK


Kata Kunci: Tujuan Pribadi, Keseimbangan Kehidupan Kerja, Gaya Hidup Sehat, Performa Pekerja.
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# TABLE OF CONTENTS

CERTIFICATION OF THESIS ............................................................................. ii
PERMISSION TO USE ................................................................................... iii
ABSTRACT ...................................................................................................... iv
ABSTRAK ....................................................................................................... v
ACKNOWLEDGEMENTS ............................................................................... vi
TABLE OF CONTENTS ................................................................................... vii
LIST OF TABLES ............................................................................................ x
LIST OF FIGURES ........................................................................................... xi

## CHAPTER ONE INTRODUCTION ................................................................. 1

1.1 Introduction ............................................................................................ 1
1.2 Problem Statement ................................................................................ 2
1.3 Research Question ................................................................................ 4
1.4 Research Objectives .............................................................................. 4
1.5 Scope of the Study ................................................................................ 4
1.6 Significance of the Study ...................................................................... 5
1.7 Definition of Key Terms ........................................................................ 5
1.8 Organization of the Thesis .................................................................. 6

## CHAPTER TWO LITERATURE REVIEW .................................................... 7

2.1 Introduction ............................................................................................ 7
2.2 Lifestyle .................................................................................................. 7
2.3 Personal Objectives .............................................................................. 8
  2.3.1 Alignment of Personal Objective and Organization objective ........... 9
2.4 Healthy Lifestyle .................................................................................. 9
2.5 Worklife balance .................................................................................. 10
2.6 Employee Performance ....................................................................... 12
2.7 Research Framework .......................................................................... 12
2.8 Hypothesis ............................................................................................ 13

## CHAPTER THREE RESEARCH METHODOLOGY ...................................... 14

3.1 Introduction ........................................................................................... 14
3.2 Research Design .................................................................................. 14
3.3 Population and Sampling .................................................................... 14
3.3.1 Population ........................................................................................................... 15
3.3.2 Sampling ............................................................................................................... 15
3.3.3 Sampling Technique .......................................................................................... 15
3.4 Research Instrument ............................................................................................... 16
3.4.4 Personal Objective .............................................................................................. 19
3.4.4 Worklife Balance ................................................................................................. 19
3.4.4 Healthy Lifestyle ................................................................................................. 19
3.4.4 Employee Performance ....................................................................................... 19
3.5 Data Collection ........................................................................................................ 20
3.6 Data Analysis Technique ......................................................................................... 20
3.6.1 Descriptive Analysis ........................................................................................... 20
3.6.2 Reliability Test ..................................................................................................... 20
3.6.3 Hypotheses Test ................................................................................................. 20
3.6.4 Correlation Analysis ......................................................................................... 21
3.6.5 Multiple Regression Analysis ........................................................................... 21

CHAPTER FOUR ANALYSIS AND FINDINGS ............................................................... 22
4.1 Introduction .............................................................................................................. 22
4.2 Pilot Test .................................................................................................................. 22
4.3 Screening Process .................................................................................................... 23
4.3.1 Missing Data ....................................................................................................... 23
4.3.3 Response Rate ...................................................................................................... 23
4.4 Demographic of Respondents ................................................................................... 24
4.5 Reliability Test ......................................................................................................... 25
4.6 Descriptive Analysis (Mean & Standard deviation) .................................................... 26
4.7 Correlation Analysis ............................................................................................... 27
4.8 Regression Analysis ............................................................................................... 28
4.9 Summary Hypothesis ............................................................................................. 30
4.10 Chapter Summary .................................................................................................. 30

CHAPTER FIVE DISCUSSION AND CONCLUSIONS .................................................. 31
5.1 Introduction .............................................................................................................. 31
5.2 Discussion of Findings ............................................................................................. 31
5.2.1 Personal Objective and Employee Performance .................................................. 31
5.2.2 Work Life Balance and Employee Performance ........................................32
5.2.3 Healthy Life Style and Employee Performance .....................................33
5.3 Implications of Study ..................................................................................33
  5.3.1 Theoretical Contributions .......................................................................33
  5.3.2 Practical Contributions ............................................................................34
5.4 Limitations of the Study ............................................................................34
5.5 Recommendation for Future Research ......................................................35
5.6 Conclusion ..................................................................................................35
References ..........................................................................................................36
Appendices ..........................................................................................................39
Appendix A: Questionnaire ..............................................................................39
Appendix B. Data Screening Process .................................................................45
Appendix C. Reliability Test .............................................................................45
Appendix D. Data Analysis .................................................................................50
LIST OF TABLES

Table 1.1 List of Key Terminologies.................................................................5
Table 3.1 Items for Personal Objective..........................................................17
Table 3.2 Items for Work Life Balance..........................................................17
Table 3.3 Items for Healthy Life Style............................................................18
Table 3.4 Items for Employee Performance ................................................19
Table 3.5 Interpretation of R by McBurney (2011) .......................................21
Table 4.1 Results of reliability analysis for pilot test....................................23
Table 4.2 Summary of the total questionnaires and the response rate ..........24
Table 4.3 Demographic Profile of the Respondents .....................................24
Table 4.4 Results of reliability analysis..........................................................26
Table 4.5 Descriptive Statistics for Variables .................................................26
Table 4.6 Correlation among variables construct .........................................27
Table 4.7 Multiple Regression Analysis .........................................................28
Table 4.8 Summary of hypothesis testing result from multiple regression analysis....30
LIST OF FIGURES

Figure 2.1 Research Framework ................................................................................. 13
CHAPTER ONE

INTRODUCTION

1.1 Introduction

The experience of individuals is more related with their personal life and work which is to fulfill their standard of living, means, and their needs (Casper et al, 2011). The major challenges faced by individual is balancing their work life and family’s life (Halpern, 2005). Nowadays, the performance of employees is a major aspect that enhances growth in the organization as well as its ability to compete with other organizations. This is because employee performance directly affects the performance of the organization. It means, when employee performance is low, this would make organizational performance to become low.

From the perspective of the employees, work performance is important because there is the constant need for employees to upgrade their standards of living. It is very important for people to improve their quality of life. This is because the quality of life is related with the lifestyle and characteristics of the employee. Spargaren and VanVliet (2000), submitted that lifestyle is basically related with the attitudes of the individuals, mode of life, global view and values that will become their personal identity.

There are aspects that will affect employee performance especially in relation to their personal objectives, needs, healthy lifestyle and their work life balance. Every aspect will have a huge impact to the employee performance, in health, wellbeing, working environment and in home environment. With the positive environment that
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Halpern, D.F. (2005), Psychology at the intersection of work and family: Recommendations for employers, working families, and policymakers, American Psychology, 60, 5, pp. 397-409.


