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THE EFFECT OF LIFESTYLE ON EMPLOYEE PERFORMANCE

By

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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

Tujuan utama kajian ini adalah untuk mengenal pasti efek dari tujuan pribadi, keseimbangan kehidupan kerja, gaya hidup sehat terhadap performa pekerja. Kajian ini telah dilaksanakan di Universiti Utara Malaysia, Kedah, Malaysia. Sampel kajian ini terdiri daripada 240 orang pengajar di UUM yang dipilih secara acak. Data dikumpul melalui kuesioner yang dibagikan melalui email. Data kajian dianalisis melalui beberapa ujian statistik seperti uji reliabilitas, analisis deskriptif, analisis korelasi dan analisis regresi. Berdasarkan hasil regresi, terdapat indikasi yang jelas bahawa keseimbangan kehidupan kerja memiliki hubungan negatif terhadap performa pekerja. Sebaliknya, tujuan pribadi dan gaya hidup sehat memiliki hubungan positif terhadap performa pekerja. Hasil dari kajian ini menyediakan beberapa pandangan baru terhadap kesan dari keseimbangan kehidupan kerja dan gaya hidup sehat terhadap performa pekerja.

Kata Kunci: Tujuan Pribadi, Keseimbangan Kehidupan Kerja, Gaya Hidup Sehat, Performa Pekerja.



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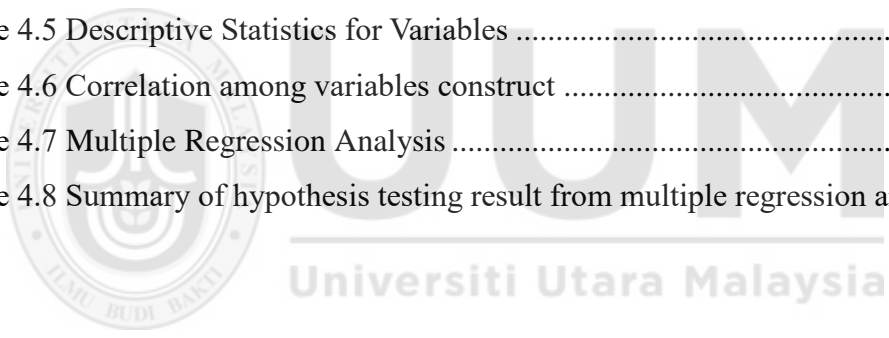
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CHAPTER ONE

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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