

**MEDIATING EFFECT OF WORK LIFE BALANCE ON
THE RELATIONSHIP BETWEEN EMPLOYEE
ENGAGEMENT AND JOB PERFORMANCE**

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ABSTRACT

Many studies have been conducted by researchers either academia or practitioner to understand factors contributing of job performance among worker part time students in employee engagement. The present study fills the gap by examining the relationship between employee engagement and work life balance and job performance using a sample of 144 workers of part time student. Data was collected using the random survey method based on the list of name from Post Graduate School in Universiti Utara Malaysia. The four research questions and four research objectives of the study answered by performing regression analysis and four hypothesis is tested. The finding of the study there is significant positive relationship between employee engagement, job performance and work life balance. Besides, the finding of the study gives a negative relationship between work life balance and job performance. The mediating role played by job performance assisted in clarifying the underlying process that was responsible for the relationship between employee engagements in workers of part time student. Limitation and recommendation for future study were also discussed.

Keywords: Employee Engagement, Work Life Balance and Job Performance.

ABSTRAK

Kajian terdahulu telah meneroka faktor yang membawa kepada prestasi kerja, keseimbangan hidup bekerja dan penglibatan pekerja adalah beberapa faktor yang mungkin mempengaruhi prestasi kerja seseorang pekerja. Kajian ini memeriksa hubungan antara penglibatan pekerja dan keseimbangan hidup bekerja dan prestasi kerja dengan menggunakan 144 orang pelajar pascasiswazah separuh masa di Universiti Utara Malaysia. Kajian ini menggunakan reka bentuk kajian kuantitatif yang mana data dikumpul menggunakan soal selidik yang diedar secara rawak mengikut senara nama yang diperolehi. 4 persoalan kajian dan 4 objekif kajian diuji dengan melaksanakan analisi regresi. Keputusan kajian ini menunjukkan bahawa terdapat hubungan negatif yang signifikan di antara keseimbangan hidup bekerja dan prestasi kerja. Tambahan pula, hasil kajian ini juga menunjukkan bahawa hubungan antara penglibatan pekerja dengan prestasi kerja dan keseimbangan hidup bekerja adalah signifikan. Peranan pengantaraan yang dimainkan oleh prestasi kerja membantu menerangkan proses yang bertanggungjawab mendasari hubungan di antara penglibatan pekerja dan keseimbangan hidup bekerja. Batasan dan cadangan untuk kajian akan datang juga turut dibincangkan.

Kata Kunci: penglibatan pekerja, keseimbangan hidup kerja, dan prestasi kerja.

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