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 kuantitif 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 regrasi. 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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CHAPTER 1

INTRODUCTION

1.1 Background of Study

Education is one of a major contributor to the development of human capital and economic of the country. Education could generate the creativity and innovation to serve the young people with the right skills needed to become competitive in the job market as well as being an enabler towards economic development of a country as a whole. With this regard, the government has ensured that the education system in the country to be functioned effectively in ensuring the success of the new economic model, economic transformation program and the government's transformation programe under pinning economic growth in the global competition.

Recently, the education development in Malaysia is growing rapidly which has help in opened the minds of the community to become more competitive to pursuit the knowledge. The governments have created a variety of agendas that can attract people regardless of age to gain knowledge such as through the National Education Blueprint. The education system is the cornerstone for the development of the country where it has to provide the knowledge and skills to the people to drive the economic growth and prosperity of the country. The government is taking steps to prepare for the transformation of the education system in order to achieve this goal until 2025. Based on the initiatives that has been introduced under the National Key Result Areas, the development plan had outlines the major changes as intended. The changes covered students' learning approaches aspects, methods of teachers and school leader's

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