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**ACADEMIC PERFORMANCE AMONG WORKING ADULT LEARNERS IN  
UNIVERSITI UTARA MALAYSIA (UUM)**

**By**

**ZATI ZULAIKHA BINTI ZULKIFLI**



**Thesis Submitted to  
School of Business Management,  
College of Business,  
University Utara Malaysia  
In Partial Fulfilment of the Requirements for Master of Human Resource Management**



**Pusat Pengajian Pengurusan  
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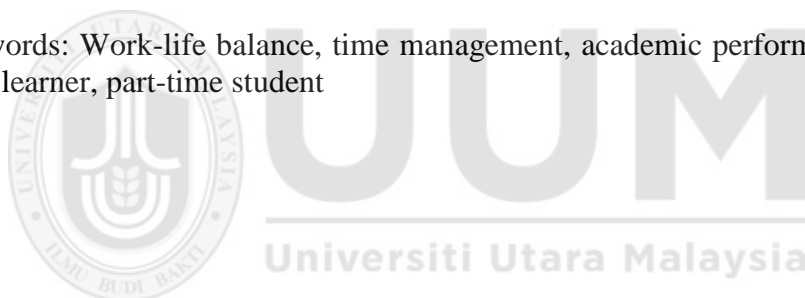
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## ABSTRACT

Work-life balance and time management is very important for individuals to ensure a sense of balance of achievement and pleasure in their life. In the context of working while studying, there are certain important aspects that need to be taken seriously so that both can be done well. This study was conducted to determine the relationship of work-life balance and time management toward academic performance among working adult learner in Universiti Utara Malaysia (UUM). This research was based on the Adult Learning Theory by Knowles (1984) and Spillover theory. A survey data from 212 postgraduate part time students of Othman Yeop Abdullah Graduate School of Business (OYAGSB) were used in order to achieve the objective of this study. The regression results showed that time management is significantly and positively related to the academic performance, but work-life balance show negative relationship toward academic performance. The implications of the theory, practical, academic and regulations of the findings in this study were discussed in detail. Therefore, this study concluded that the work-life balance and time management has become a vital link to the academic performance of working adult learner.

Keywords: Work-life balance, time management, academic performance, working adult learner, part-time student



## ABSTRAK

Keseimbangan kerja dan pengurusan masa sangat penting bagi individu untuk memastikan rasa keseimbangan pencapaian dan kesenangan dalam hidup mereka. Dalam konteks bekerja sambil belajar, ada aspek penting tertentu yang perlu diberi perhatian serius agar kedua-duanya dapat dilakukan dengan baik. Kajian ini dilakukan untuk mengetahui hubungan keseimbangan kerja dan pengurusan masa dengan prestasi akademik di kalangan pelajar dewasa yang bekerja di Universiti Utara Malaysia (UUM). Kajian ini berdasarkan teori “*Adult Learning Theory*” dari Knowles (1984) dan “*Spillover Theory*” Data tinjauan dari 212 pelajar separuh masa pascasiswazah Othman Yeop Abdullah (OYA) School of Business digunakan untuk mencapai objektif kajian ini. Hasil regresi menunjukkan bahawa pengurusan masa secara signifikan dan positif berkaitan dengan prestasi akademik tetapi keseimbangan kerja menunjukkan hubungan negatif terhadap prestasi akademik. Implikasi teori, praktikal, akademik dan peraturan penemuan dalam kajian ini dibincangkan secara terperinci. Oleh itu, kajian ini menyimpulkan bahawa pengurusan masa telah menjadi penghubung penting kepada prestasi akademik pelajar dewasa yang bekerja.

Kata kunci: Keseimbangan kerja, pengurusan masa, pencapaian akademik, pelajar dewasa, pelajar separuh masa



## ACKNOWLEDGMENT

In the name of Allah, the Most Beneficent, the Most Merciful and peace be upon our Prophet Muhamad S.A.W. I would like to take this opportunity to acknowledge my sincere gratitude to my supervisor, Dr Azelin Binti Aziz. Without her endless effort, dedication, patience, advice and support, this thesis would not be possible. Also, I would like to thank Universiti Utara Malaysia for giving me this great opportunity to achieve my educational goals throughout my entire Master of Human Resource Management study duration in UUM campus.

To my beloved parents, Zulkifli Bin Ismail and Othmini Binti Othman, thank you for your prayers, and support to keep me going till the end of this journey. To my brother, my grandparents, my cousins, my friends, my classmates and my partner who with me during my master journey, thank you for believe in me to finish my study. And not to forgot my employer, Puan Roslina Binti Mohd Nor who give me opportunity for me to pursue my study while working, thank you so much for your guidance and endless support.

Last but not least, I present my deepest thank you to the respondents who have contributed significantly by participating in the study and answering the questionnaires. Without the help and support I received from them, I would never completed this thesis.

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## LIST OF ABBREVIATIONS

<b>Abbreviation</b>	<b>Description of Abbreviation</b>
OYAGSB	Othman Yeop Abdullah Graduate School Of Business
UUM	Universiti Utara Malaysia
AC	Academic Performance
WLB	Work-life Balance
TM	Time Management
MOHE	Ministry of Higher Education
HLI	Higher Learning Institution
DV	Dependent variable
IV	Independent variable
SPSS	Statistical Package for Social Science



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# CHAPTER 1

## INTRODUCTION

### 1.1 INTRODUCTION

The purpose of this chapter is to provide an overview related to this study, includes background of the study, problem statement, focus and the significances of the research, the contribution and definition key terms due to the respect of Work-life Balance (WLB), Time Management (TM) and Academic Performance (AP) which set as scope for this research.

### 1.2 BACKGROUND OF STUDY

Malaysia aims to become a highly industrialized nation. However, to do this, high-tech companies need to be attracted, which needs expertise in world-class science and problem-solving skills. The job market is now more dynamic due to rapid changes in the use of technology and versatility that required knowledge. Various issues have arisen in the case of competition in elections of career and criteria required by the employer. Therefore, education is seen as the most critical aspect of establishing career direction and a solution for the present life scenario. Most would employ highly skilled workers who often have postgraduate degrees.

As we are in the brick of new technologies, the population's competencies and skills need to be improve along with the changes of speed and growing in technologies. To

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## APPENDIX A: QUESTIONNAIRE



### Research

### Questionnaire

### **ACADEMIC PERFORMANCE AMONG WORKING ADULT LEARNERS IN UNIVERSITY UTARA MALAYSIA (UUM)**

Dear Sir/Madam,

I am a Master of Human Resources Management (MHRM) student from Universiti Utara Malaysia. This is a research I am conducting regarding the title above to fulfil my academic requirement for the final year's course. Thus, I would like to attain your kindness to fulfil this questionnaire. The questionnaire is divided into four (4) sections. I would be grateful if you could spend 5-10 minutes to complete the questionnaire. I assure you that your responses will be held in confidential and would only be used for the mean of this research.

Thank you for your cooperation.

**Zati Zulaikha Binti Zulkifli (824872)**

**Master in Human Resource**

**Management Othman Yeop Abdullah**

**Graduate School of Business Universiti**

**Utara Malaysia**

## **INSTRUCTIONS:**

This questionnaire is divided into three sections. Please indicate thoughtfully and truthfully your judgment on the various aspects related to this research.

### **SECTION A: DEMOGRAPHIC**

**Please tick (/) in the relevant boxes.**

#### **1) GENDER**

Male

Female

#### **2) AGE GROUP**

Below 25

26-35

36-45

More than 46 years old

#### **3) MARITAL STATUS**

Married

Single

Widowed

#### **4) TUNURE IN CURRENT JOB**

Less than 5 years

6 to 10 years

Above 11 years

## SECTION B: WORK-LIFE BALANCE

The following set of statements measures the characteristics of Work-life balance. For each statement, circle the number on the scale that corresponds to your level of agreement.

No	Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	It is easy for me to balance the demands of work and also my personal life.	1	2	3	4	5
2	I have sufficient time away from my job to maintain adequate work and personal life balance.	1	2	3	4	5
3	When I take a vacation (holiday) I am able to separate myself from work and enjoy myself.	1	2	3	4	5
4	I feel successful in balancing between my work and personal life.	1	2	3	4	5
5	I feel drained when go back to home from work-pressures and problem.	1	2	3	4	5

## SECTION C: TIME MANAGEMENT

The following set of statements measures the characteristics of Time Management. For each statement, circle the number on the scale that corresponds to your level of agreement.

No	Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I make a list of the things that I have to do each day.	1	2	3	4	5
2	I make a schedule of the activities that I have to do on workdays.	1	2	3	4	5

3	I plan the day before I start it.	1	2	3	4	5
4	I write a set of goals for myself for each day.	1	2	3	4	5
5	I have a clear idea of what I want to accomplish during the next week.	1	2	3	4	5
6	I spend time each day planning.	1	2	3	4	5
7	I set and honors priorities	1	2	3	4	5
8	I continue unprofitable routines or activities.	1	2	3	4	5
9	I believe that there is room for improvement in the way I manage my time.	1	2	3	4	5
10	I find myself doing things which interfere with my college work simply because I hate to say -No to people.	1	2	3	4	5
11	I feel I am in charge of my own time, by and large.	1	2	3	4	5
12	On an average class day, I spend more time with personal grooming than doing college work.	1	2	3	4	5
13	I make constructive use of time	1	2	3	4	5
14	The night before a major assignment is due, I still working on it.	1	2	3	4	5
15	I have a set of goals for the entire quarter.	1	2	3	4	5
16	I keep my desk clear of everything other than what I am currently working on.	1	2	3	4	5

17	When I have several things to do, I think it is best to do a little bit of work on each one.	1	2	3	4	5
18	I review my class notes, even when a test is not imminent.	1	2	3	4	5

#### **SECTION D: ACADEMIC PERFORMANCE**

The following set of statements measures the characteristics of Academic Performance. For each statement, circle the number on the scale that corresponds to your level of

No	Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I often repeat a year or carry modules over next academic year/semester	1	2	3	4	5
2	Since starting university studies, I have never ever failed an examination.	1	2	3	4	5
3	I perform poorly in my past semester examinations.	1	2	3	4	5
4	I am good in most of my modules.	1	2	3	4	5
5	I am able to achieve the academic goal that I have set.	1	2	3	4	5

**-THANK YOU FOR YOUR COOPERATION-**

## APPENDIX B: PERMISSION LETTER TO CONDUCT DATA COLLECTION



**OTHMAN YEOP ABDULLAH GRADUATE SCHOOL OF BUSINESS**  
Universiti Utara Malaysia  
06010 UUM SINTOK  
KEDAH DARULAMAN  
MALAYSIA



Tel.: 604-928 7101/7113/7130  
Faks (Fax): 604-928 7160  
Laman Web (Web): [www.oyagsb.uum.edu.my](http://www.oyagsb.uum.edu.my)

**UUM/OYAGSB/R-4/4/1**  
13 January 2020

### TO WHOM IT MAY CONCERN

Dear Sir/Madam

### DATA COLLECTION

**COURSE:** Research Paper  
**COURSE CODE:** BPMZ69912  
**LECTURER:** Dr. Azelin binti Aziz

This is to certify that the following is a postgraduate student from Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia. She is pursuing the above mentioned course which requires her to undertake an academic study and prepare an assignment. The details are as follows:

NO.	NAME	MATRIC NO.
1.	Zati Zulaikha Binti Zulkifli	824872

In this regard, I hope that you could kindly provide assistance and cooperation for her to successfully complete the assignment given. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

**"SERVING THE NATION"**  
**"KEDAH AMAN MAKMUR – HARAPAN BERSAMA MAKMURKAN KEDAH"**  
**"KNOWLEDGE VIRTUE SERVICE"**

Yours faithfully,

  
**ROZITA BINTI BAMLI**  
Assistant Registrar  
for Dean  
Othman Yeop Abdullah Graduate School of Business

c.c - Student's File (824872)

Universiti Pengurusan Terkemuka  
The Eminent Management University



## APPENDIX C: DATA OUTPUT SPSS

### A. FREQUENCY ANALYSIS

#### 1. GENDER

Frequency		Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Male</b>	88	41.5	41.5
	<b>Female</b>	124	58.5	100.0
	<b>Total</b>	212	100.0	100.0

#### 2. AGE GROUP

Frequency		Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Below 25 Years Old</b>	18	8.5	8.5
	<b>26 - 35 Years Old</b>	111	52.4	60.8
	<b>36 - 45 Years Old</b>	67	31.6	92.5
	<b>More Than 46 Years Old</b>	16	7.5	100.0
	<b>Total</b>	212	100.0	100.0

#### 3. MARITAL STATUS

Frequency		Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Married</b>	132	62.3	62.3
	<b>Single</b>	78	36.8	99.1
	<b>Widowed</b>	2	.9	100.0
	<b>Total</b>	212	100.0	100.0

#### 4. TENURE IN CURRENT JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Less Than 5 Years</b>	85	40.1	40.1	40.1
	<b>6 - 10 Years</b>	62	29.2	29.2	69.3
	<b>Above 11 Years</b>	65	30.7	30.7	100.0
	<b>Total</b>	212	100.0	100.0	

#### B. DESCRIPTIVE ANALYSIS

##### DISCRIPTIVE STATISTIC

	N	Minimum	Maximum	Mean	Std. Deviation
<b>Work Life Balance</b>	212	1.40	4.80	3.2500	.70928
<b>Time Management</b>	212	2.22	3.94	3.1604	.30021
<b>Academic Performance</b>	212	1.80	5.00	3.8934	.65059
<b>Valid N (Listwise)</b>	212				

## C. RELIABILITY ANALYSIS

### 1. WORK-LIFE BALANCE

Cronbach's Alpha	N of Items
.734	5

#### ▪ TOTAL STATISTICS

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
<b>WLB1</b>	12.93	7.895	.709	.609
<b>WLB2</b>	12.92	7.473	.736	.591
<b>WLB3</b>	12.63	7.883	.537	.672
<b>WLB4</b>	12.76	7.935	.703	.612
<b>WLB5</b>	13.75	11.733	-.034	.867

#### ▪ SCALE STATISTICS

Mean	Variance	Std. Deviation	N of Items
16.25	12.577	3.546	5

#### • AFTER DELETED ITEM NUMBER 5

Cronbach's Alpha	N of Items
.867	4

## 2. TIME MANAGEMENT

Cronbach's Alpha	N of Items
.745	18

### ▪ TOTAL STATISTICS

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
<b>TM1</b>	56.08	46.543	.453	.723
<b>TM2</b>	55.92	45.045	.572	.712
<b>TM3</b>	55.87	44.978	.613	.710
<b>TM4</b>	56.22	44.332	.613	.708
<b>TM5</b>	56.02	45.208	.598	.711
<b>TM6</b>	56.42	44.576	.621	.708
<b>TM7</b>	55.71	45.819	.568	.715
<b>TM8</b>	56.79	53.732	-.112	.769
<b>TM9</b>	57.75	57.468	-.387	.786
<b>TM10</b>	56.98	53.748	-.114	.771
<b>TM11</b>	55.85	47.892	.326	.734
<b>TM12</b>	56.45	50.713	.090	.755
<b>TM13</b>	56.05	47.258	.442	.725
<b>TM14</b>	57.23	52.453	-.018	.762
<b>TM15</b>	56.09	46.082	.515	.718
<b>TM16</b>	56.10	45.373	.524	.716
<b>TM17</b>	56.15	47.936	.301	.736
<b>TM18</b>	56.32	45.735	.447	.722

▪ SCALE STATISTICS

Mean	Variance	Std. Deviation	N of Items
59.65	53.073	7.285	18

• AFTER DELETED ITEMS NUMBER 9 AND 10

Cronbach's Alpha	N of Items
.812	16

3. ACADEMIC PERFORMANCE

Cronbach's Alpha	N of Items
.734	5

▪ TOTAL STATISTICS

	Mean	Std. Deviation	N
AP1	4.20	.893	212
AP2	3.93	1.243	212
AP3	3.97	.897	212
AP4	3.57	.809	212
AP5	3.80	.755	212

▪ SCALE STATISTICS

Mean	Variance	Std. Deviation	N of Items
19.47	10.582	3.253	5

- AFTER DELETED ITEMS NUMBER 1 AND 2

Cronbach's Alpha	N of Items
.825	3

#### D. CORRELATION ANALYSIS

		Academic Performance	Work-Life Balance	Time Management
<b>Academic Performance</b>	Pearson Correlation	1	.015	.126
	Sig. (2-tailed)		.825	.067
	N	212	212	212
<b>Work-Life Balance</b>	Pearson Correlation	.015	1	.372 **
	Sig. (2-tailed)	.825		.000
	N	212	212	212
<b>Time Management</b>	Pearson Correlation	.126	.372 **	1
	Sig. (2-tailed)	.067	.000	
	N	212	212	212

#### E. MULTIPLE REGRESSION ANALYSIS

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
<b>1</b>	.183 <sup>a</sup>	.033	.024	.69915

a. Predictors: (Constant), TIME MANAGEMENT, WORK-LIFE BALANCE

- ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
<b>1</b>	Regression	3.530	2	1.765	3.611	.029 <sup>b</sup>
	Residual	102.161	209	.489		
	Total	105.691	211			

a. Dependent Variable: ACADEMICPERFORMANCE

b. Predictors: (Constant), TIME MANAGEMENT, WORK-LIFE BALANCE

- COEFFICIENTS

Model		Understandardized B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	3.075	.352		8.748	.000
	Work-Life Balance	-.099	.064	-.120	-1.559	.120
	Time management	.303	.114	.205	2.664	.008

a. Dependent Variable : ACADEMIC PERFORMANCE

