

WORK LIFE BALANCE PRACTICES AMONG WORKERS IN MANUFACTURING INDUSTRY IN MALAYSIA

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ABSTRACT

The work-life balance has become a new pattern for worker in organization to balance their career and lifestyle. Why work-life balance important. It started where many of the employees could not overcome stress in themselves. Stress is powerful disease in organization it may affects both worker and organization. When employee imbalance between their work and life it trigger many problem such as health affected due to work long hours or workload, lack of family attention especially women, and stressful. As such affect the organization performance such as low morale at work, absenteeism, and high turnover.

The problem of work-life balance in Malaysia is moderate because the readiness for employee to change their work pattern still in progress and need to be improved. Many of Malaysian aware of the work-life balance and some multi-national corporations (MNC) in Malaysia have already implemented work-life balance to support happier and productive workers [MYWorklife 2013]. Work-life Balance also one of the initiative for organization to reduce employee stress for example in Malaysia flexibility such as allow employee to change work location near to their home.

The objective of this research is to examine production worker's work-life balances practices in manufacturing industry in Malaysia. To understand employee challenges on WLB and employer challenges on providing WLB