

# WORK LIFE BALANCE AND JOB SATISFACTION AMONG OVERLOAD FREELANCERS IN MALAYSIA

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**Abstract:** The main objectives of this meditation are the link in the middle of the work from the home should examine what is more satisfying to a particular occupation, about the identification of wonderful plans to adapt to the game that urges Came wood to satisfy the profession, with an analysis of the relationship between the value of effort and Ultimately to give an acceptable backwardness about the proposals that may help those associations and independents to achieve a more accurate value than the equivalence

**Keywords:** Freelancer, Overload, Work-life Balance, Job Satisfaction, Online Commuting, Pay, Promotion, Supervisor, Co-worker, Job It-self.

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## 1. INTRODUCTION

### 1.0 Introduction

The purpose behind this examination is to consider the segments related to the parity of life, work and occupation fulfillment. The effect of online correspondence and parity in profession life will take a gander at occupation fulfillment in web based re- appropriating in Malaysia. The fundamental goals of this test are to break down the connection between work from home and occupation fulfillment, to recognize the significant work modification courses that can persuade work fulfillment, to analyze the connection between the parity of life, work and employment fulfillment and in determination to give a scope of recommendations that may empower affiliations and autonomous Achieve prevalent working life for altering and working fulfillment.

This paper features the significance of giving a huge parity of work in life to improve the fulfillment of pros, increment their level of usage, joint exertion and hence increment proficiency (Rafnsdóttir & Heijstra, 2013). They have to find an opportunity to live out of work to have a more noteworthy possibility of living with their families and other social life works out (Rafnsdóttir & Heijstra, 2013). Independents see WLB issues from an elective perspective. Late, people come to work for development, accomplishment and commitment, notwithstanding acquiring advantages, which empowers them to assess life outside work. Extraordinary people have an assortment of vocation prerequisites, contingent upon their life. For instance, an awesome equalization in the work life of a solitary individual with no youngsters isn't care for a couple with kids (Toffoletti & Starr, 2016).

### 1.1 Problem Statement

The declaration of work and life, depicted as a harmony among life and work, has turned into a noteworthy component of current government discussions, professionals and scholastics (Eikhof and Warhurst and Haunschild, 2010). It is trusted that offsetting a fruitful profession with an individual or family life can be testing and influence a man's fulfillment in his or her jobs in work and individual life (Broers, 2010). Dundas (2011) contends that the harmony among work and life spins around running the race between paid work and every single other action important to individuals, for example, family exercises, volunteering, self-awareness, diversion and entertainment. The capacity to adjust work environment needs and individual life needs is an essential issue among laborers worldwide and scholastics are not barred from advanced education establishments (Mohamed Nour, Stanton and Young, 2015).

The equalization of working life was analyzed with regards to business, benefit associations (Blair Lowe, 2010; English, 2010; Stevens, 2011). It has additionally been investigated inside productive associations (Johnsrud and Rosser, 2013). Equalization in down to earth life is a week after week section in a free vocation. Inside the system of free work, numerous particular subsets can be investigated through an equalization point of view in commonsense life: from autonomous to autonomous for quite a while to full-time clients, and understudies to altering master artists.

**1.2 The purpose of this study:**

The target of this examination is to investigate the present status of the work-life equalization of re-appropriating in Malaysia and to give a scope of proposition that will accomplish a higher parity in working life and increment work fulfillment. This examination will give an affiliation working business people in Malaysia in another approach to function admirably, bringing about occupation fulfillment and enhanced equalization of life for independent work (Kelly, Moon, Turnby 2011).

**1.3 Research Objectives**

1. To identify the efficiency different work life balance influence on job satisfaction
2. To examine the online commuting influence job satisfaction.
3. To find good work flexibility arrangements that can lead to job satisfaction.

**1.4 Research Questions**

1. How impact work life balance influence on job satisfaction?
2. How online commuting impact on job satisfaction?
3. What are great work flexibility arrangements that can lead to job satisfaction?

**1.5 Conceptual Framework**

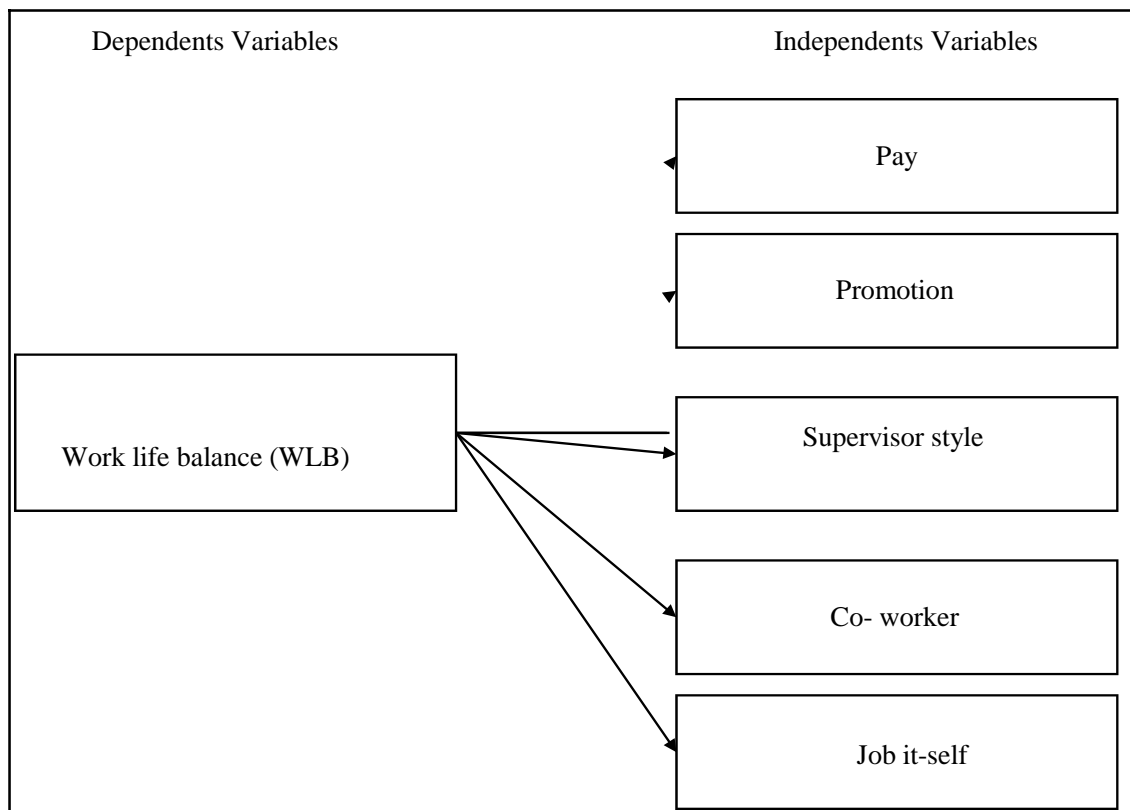


Figure 1: Conceptual Framework

**1.6 Hypothesis**

- H1: There is positive relationship between work-life balance and job satisfaction (Pay).  
 H2: There is positive relationship between work-life balance and job satisfaction (Promotion).  
 H3: There is positive relationship between work-life balance and job satisfaction (Supervisor style).  
 H4: There is positive relationship between work-life balance and job satisfaction (Co-worker).  
 H5: There is positive relationship between work-life balance and job satisfaction (Job it-self).

**2. LITERATURE REVIEW****2.0 Introduction**

Many people advance in projects. Moreover, work spaces have changed and have affected the value of effort and individuals. These advances have generally escalated in large part because of the huge number of workers, and this section is only the Glacier Women's Summit in the strength of effort. The ladies used to manage their groups as well as the young men as well as the men who filled them. As for clarification, perhaps these days the majority of women are more likely to present their commitments to men for different cooperation and at different levels of the profession (Voydanoff, 2014). For example, women try to meet their obligations both husband and mothball is also young in the family, moreover manage their obligations in addition to obligations to fill her. This Malaysian legislature urges women to participate) activates different parts and regions. Similarly, many ladies moved once starting from different schools. What is more considering the grades in addition to helping her you must find a career in addition to participating) Activates different organizations (Kell & Moen, 2015) All of this often work, especially for ladies who need tied aid and need To young men, can have the opposite effect in children's eyes and football cannot always be known to young people. Similarly, the influence of one of the supervisors alternately in the service of an "additional general public lifestyle" may adversely affect young people.

**2.1 Work-life Balance**

The balance between work and life may be distinguished naturally with regard to the illustrations of the structure of collisions between columns in which the part of the weights is the one that fills them. Gang bands are usually inconsistent with exact obedience.

**2.2 Job Satisfaction**

The completion of employment will be described similarly because independent states revolve around the mind and feelings, what behavior is more about accompanying it. Again, a long period of time, independent couples in different countries may consider that, moreover, the achievement of a particular occupation is examined in one way or another. Similarly, they were associated with different slices. For example, Elton mayo revealed that the Harvard Business School claim strongly confirms that people are employed for purposes other than wages (Riyad and Ramay, 2015)

**2.2.1 Pay and Promotion**

The salary will be linked worldwide and on a larger scale than personally with the pay property. Regardless of that fact that trade will be essential with people the investigation has shown the need to achieve a legitimate commitment also from the allegation of agents in a situation where individuals needing more assistance need no more satisfied with their careers (Oosthuizen, Coetzee Also Munro, 2016). Previously, exams by (Lomley, 2014) to assess that influence on support for compensation for Chinese military employment may have revealed that payment will be an influential figure affecting all employment opportunities.

**2.2.2 Supervision, nature of work and communication**

The behavior of a similarly quick manager may be specific to the occupation (Lumpy, et al., 2011). Illustrative annotations when these quick directors see them summoning applause for great execution, rhythms on workers' appraisal, Griffith-Brandenburg, 2013) This form of mobilization toward the president's behavior may be affected by this claim of satisfaction with occupation and similarly described by these representatives of the kind of effort they can do (Griffith-Brandenburg, 2013)

### 3. RESEARCH METHODOLOGY

#### 3.1 Quantitative Research

Quantitative Research In addition to the distinction between certainties in the light of the light, it is necessary to examine the conviction that the presentation of the test claim must be a neutral development from the researcher's own point of view (Hara, 2015). Quantitative inference on approaches to use prominent forensic strategies must inquire about miracles as they relate to the wrist of those appropriate issues and issues. These methodologies use a focus method that enhances the constant caliber of information as well as reduces its tendencies

#### 3.2 Research Design

The preparation of the research configuration is the potential to be a vital driver of each exploration process, which involves making some of the basic decisions of that region, control, control, mind, and level, and the type of examination will be guided in relation to those tests (Sekaran, 2013). Near this, it moreover provides for the organization's security

##### 3.2.1 Primary Data

Vital data is a new majority of data that can be collected from those original pages or those where the events need assistance (Sekaran, 2013). Criswell (2015) calls for critical survey methodologies as practical work testing captures large parts of the central focus, such as additional new flow information, to those independent with regard to the clarification they need to clearly disclose.

##### 3.2.2 Secondary Data

The helper information may have been aggregated using different existing sources. Data collected from sources of assistance simply need to be deployed by separate inventors alternately (Sekaran, 2013). The recorded majority of the data may also be the recorded information collected against another person first to the needs of the researcher's exhibition. And thinking (Zikmun, 2013).

#### 3.3 Population

Malaysia ranked 15th in a comprehensive "about those countries for the most part Freelancer.C users for 45,808 users, including 6,724 trading companies also 39,084 self-employed." Since the Malaysians began using these sites in the past, 2009, 27,207 activities have been offered more than 851,680 USD

#### 3.4 Data Collection

These feelings, views, and works on what is more of the feedback people can offer to get this aid for reviews (Christensen, Johnson, What is more Turner, 2016). This investigation will apply a plan on self-managed queries for social information. This course of action to inquire with the data collection framework reached along with those respondents who ask questionnaire questions also alternately records their reactions without the closeness between the two (Hair, Bush, Further Ortinau 2013, p. 265).

##### 3.4.1 Questionnaires

Concerning illustration specified before, the perspective for this examination may be with examination for work-life conform and on the web networking transmission previously, fill in satisfaction. The data will a chance to be assembled starting with those specialist using outsourcing associations that giving administrations with direction amongst freelancer Furthermore associations by using survey overviews. These specialist will a chance to be made An a on fill poll, providing for their conclusion regarding those work-life conform Also internet networking transmission done worth of effort satisfaction.

##### 3.4.2 Measurement and measures

Measures of the consider need aid chosen from the existing scales in the work-life equalization. Those scales that need been chose need aid subject should broad advancement in the secret word. These measures were recognized What's more were consulted to Creating those questionnaire.

**Table 1: Measurement of items**

Construct	Items	Scale	Source
Work-life-balance	12 items	5 Liker scale	Huang et al. (2007)
Online Telecommuting	9 items	5 Liker scale	Stephanie (2015)
Job Satisfaction	20 items	5 Liker scale	Aron et al. (2007)

### 3.4.3 Procedure

Conclusions, views, and works on what is more than the reactions of people can be an opportunity to get aid for reviews (Christensen, Johnson, Turner, 2061). This test will apply a plan for inquiries that need self-managed management assistance taken together.

### 3.5 Data Analysis

The information gathered might have been analyzed utilizing SPSS PC programming. In recurrence tables and rates were utilized within request on investigate those demographic variables.

#### 3.5.1 Descriptive Statistics Analysis

Expressive true examination will be portrayed Toward Sekaran (2013) similarly as estimations which elucidate those wonder of premiums of the examination. Those energy from claiming this examination may be will Look into variables that influencing those level of satisfaction around consultants.

These rundown tables were provided on the selected example and feedback collected through the questionnaire. This imaging gives an adequate level of data claim for an impressive examination.

#### 3.5.2 Reliability

The reliability of a flying plane towards Sekaran (2013) is implied that the consistency in addition to the audio with that flying instrument measures what C plans is more to help study that nucleus around such a procedure. (2013) Neuman (2015) It is worth noting the most used tests conducted by Brink (2015) for the test and also ensures consistency, reliability and relationship also to ensure the permanent confidence of the claim to self-examination previously.

#### 3.5.3 Validity

The originality is similarly described on any measurement instrument that can accommodate what it expects to quantify. As for the originality of Sekaran (2013), a flying instrument directs the accuracy of a device that may be flying when measuring certain wonders, which is, no doubt, inquired about, a test that complements what it is expected to do.

#### 3.5.4 External Validity

External legitimacy focuses on choosing the generalizability of the investigation comes about With respect to distinctive settings (Sekaran, 2013; Hair, Anderson, Tatham, Furthermore Black, 2015).

#### 3.5.5 Internal Validity

Internal authenticity aides clinched alongside choosing In those viewed effects Also impact were corresponded with or created Toward an course of action from claiming unmeasured Furthermore speculated variables (Straub, 2015). In this examination, the internal authenticity might have been guaranteed by eluding the survey instrument flying starting with previous investigations. Authenticity from claiming this investigation instrument flying might have been recognized by measuring if those inquiries might reply inspect inquiries of the examination alternately not.

## 4. RESULTS AND FINDING

### 4.0 Introduction

The following chapter had been developed to translating and demonstrating effects that will be acquired starting with those gathered In view of the information investigation specified in the past section. Those accompanying part will identify the factors that could assistance the specialists on making parity in their fill in Furthermore term for fancied

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particular occupation in job satisfaction. In the Emulating Section will take after those applied schema created for Section a standout amongst the current thesis, and notwithstanding it is imparted here to further attention.

Every last one of inquiries required in the questionnaire was altogether identified with that principle idea of Comprehension the worth of effort life offset. The gathered information dependability could be tried for those help from claiming Cronbach’s alpha quality indicated. in the table on the next page.

**Table 2: Reliability**

<b>Cronbach’s Alpha Value</b>	<b>N</b>
0.924	96

**Reliability Statistics**

To discuss measurable estimates, this is the case when alpha is less than 0. 6 Then, the hypotheses that are created need to be rejected. Here we test those hypotheses that such investigations in publications can be relied upon. The quality of Cronbach alpha

0. 924 may be more than the value of about 0. 6; therefore, we accept our hypothesis of the enormous proposals that the queries generated for the questionnaire were low and dependable.

**4.1 Response Rate**

Questionnaires are being used toward the greater part of the specialists to assessing their researches clinched alongside a greater amount great way. Those formed questionnaires permit the book fans on fathom the finish way around what is been asking starting with them Furthermore provide their honest to goodness reaction On response of the address.

**4.2 Preliminary Data Screening**

The place the information will be necessary will make gathered Furthermore the place the information will be needed to getting analyzed this kind about preliminary information screening aides those scientists to gathering the wanted measure of

**Table 3: Preliminary data screening**

<b>Indicators</b>	<b>Data Sources</b>	<b>Original geographic scale</b>
Work life balance	Questionnaire analysis	Citizens of Malaysia
Online communication	Questionnaire analysis	Citizen of Malaysia

**4.2.1 Analysis of Questionnaire**

The development of the questionnaire was based on the discovery of various factors necessary to understand the work practices that would shape these results for the present consideration. The questionnaire may have been isolated on separate stand- alone variables with distinct statements identified with those who are self-employed. This part of the questionnaire may have been formed to see every effort worth parity between retirees.

The normal response about each checkpoint from 12 checkpoints to the main variable may be satisfactory. 93.

This second tranche of the questionnaire may have examined the second secondary variable on Internet leadership. Perhaps the normal reaction of the members is about

3. 03 which illustrate the idea that those on the web driving gatherings can give a great deal of help to independents.

This fourth part of the survey questionnaire may be related to this figure for employment in the area of job satisfaction through promotion of independent staff. This area also shows its discoveries of four separate zones. The normal grade of the piece may be about 3, which reflects that these advances previously, their field of claim to fill gives them an extraordinary level of profession specified in the job satisfaction.

This fifth area of the questionnaire may have been produced to distinguish this work in the job satisfaction of the approach used to managers at work. in achieving employment satisfaction. 3, which also gives an indication that the modus operandi of the managers' claim may also significantly affect the work on the job satisfaction of the independents.

This sixth area of the product questionnaire reflects this free component of co-workers trying to work with independents. These slides in addition to the four blankets have a variety of focus from demanding co-workers that Camwood help these self-employed to achieve their career in career satisfaction.

**4.3 Data Analysis**

In the Emulating part, the journalists will create those information investigation for those qualities of the questionnaire bring been performed through those information explanatory device around of SPSS. In the SPSS tool, straight relapse device around might have been connected that is utilized for identikit the added substance relationship around picked variables.

**4.3.1 Descriptive Data Analysis**

The descriptive analysis of the data was done with respect to two different variables. This information survey also serves book fans to see this information in detail, so that these journalists can achieve an effort to achieve the objectives of the examination. The start-up test with the dependent variable will be to determine the aggregate quantitative information for the audit.

**4.3.2 Work life Balance**

The initial connection the middle of subordinate What's more autonomous variable will be with comprehend the fill in existence offset and occupation job satisfaction (Pay) of the freelancers. That variable might have been termed Likewise "Pay" to checking of SPSS calculations. From the table looking into following page, those spellbinding dissection about initial variable might make watched.

**Table 4: Work-life Balance and job satisfaction (Pay)**

<b>Descriptive Statistics</b>			
	Mean	Std. Deviation	N
Work_Life_Balance	3.0104	.66075	96
Job_Satisfaction_Pay	2.8073	.82037	96

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The exact cross-sectional anatomy of the variable presents an example of perceptions that can help authors' writings to do so. The redundant table under the diagram that serves Doudou may turn the books intended by these scholars into mid-qualities, and it is also not exclusive to help further development of information.

**Table 5: Work-life Balance and job satisfaction (Promotion)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Work_Life_Balance	3.0104	.66075	96
Job_Satisfaction_Promotion	2.9870	.86479	96

Those over spellbinding examination of the picked perceptions additionally need those implies Furthermore standard deviations. Those intend values of the dissection describe those Normal of the downright qualities given Eventually Tom's perusing the members the variable may have been described by the supervised "validation" declaration by claiming SPSS accounts. Starting from the table for the next page, the dissection of the spellbinding of the main variable can be seen

**Table 6: Descriptive statistics**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Work_Life_Balance	3.5104	.66075	96
Job_Satisfaction_Supervision	3.5026	.86183	96

Those spellbinding dissection of the variable displays the test intend of the perceptions that might help the book lovers on recognizing the example manifestation those chose number. Those over table aides the book fans that those measurable mean the middle of the values may be Verwoerd nonexclusive that also helps development in the information.

**Table 7: Work-life Balance and job satisfaction (Co-Worker)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Work_Life_Balance	3.5104	.66075	96
Job_Satisfaction_Coworkers	3.7943	.85609	96

The descriptive analysis above for the similarly selected observations needs those meanings and standard deviations. The average values for the investigation represent the normal values of the total values provided by members. Camell depicts a spellbinding check with help about the graph as follows.

**Table 8: Work-life Balance and job satisfaction (Job itself)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Work_Life_Balance	3.5104	.66075	96
Job_Satisfaction_Job	3.8464	.82985	96



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Those spellbinding examination of the variable displays the test intend of the perceptions that might help the bookworms to recognizing those test manifestation the chose number. The over table aides the book lovers that the Factual imply between the values will be exceptionally non-specific that also backs development in the information.

**4.3.3 Online Telecommuting**

The initially connection between indigent What's more autonomous variable may be to comprehend the internet Working from home Also work Job satisfaction (Pay) of the freelancers. That variable might have been termed similarly as “Job Pay” in denoting about SPSS calculations

**Table 9: Online telecommuting and job satisfaction (Pay)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Online_Telecommuting	3.0278	.70347	96
Job_Satisfaction_Pay	2.8073	.82037	96

The spellbinding examination of the variable displays those examples intend of the perceptions that camwood assistance the bookworms done recognizing those example type those chosen number. The over table aides those followers that the Factual imply between the qualities is precise nonexclusive that also helps development in the information

**Table 10: Online telecommuting and job satisfaction (Promotion)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Online_Telecommuting	3.0278	.70347	96
Job_Satisfaction_Promotion	2.9870	.86479	96

The over spellbinding examination of the picked perceptions additionally need those methods Furthermore standard deviations. The imply qualities of the examination portray the Normal of the aggregate qualities furnished toward those members. The accompanying spellbinding Investigation camwood make portrayed for those help about chart as the following.

**Table 11: Online telecommuting and job satisfaction (Supervision)**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Online_Telecommuting	3.0278	.70347	96
Job_Satisfaction_Supervision	3.0026	.86183	96

The examination of these variables for the test includes tests that can help these observers distinguish the type of test from the selected number. Those who transcended the table of those books' lovers are that the facts mean the middle of completely unspecified values which also support the development of information.

Table 12: Online telecommuting and job satisfaction (Co-Worker)

Descriptive Statistics			
	Mean	Std. Deviation	N
Online_Telecommuting	3.0278	.70347	96
Job_Satisfaction_Coworkers	2.7943	.85609	96

Those over spellbinding examination of the picked perceptions also need the implies what’s more standard deviations. The imply qualities of the Investigation portray the Normal of the downright values furnished toward those members. The Emulating spellbinding dissection camwood make depicted with the assistance about chart likewise the following.

Table 13: Online telecommuting and job satisfaction (Job itself)

Descriptive Statistics			
	Mean	Std. Deviation	N
Online_Telecommuting	3.0278	.70347	96
Job_Satisfaction_Job	2.8464	.82985	96

Those spellbinding examination of the variable displays the example intend of the perceptions that could assistance the book lovers for identikit those test structure the chosen number. The over table serves those book fans that those Factual imply between the qualities will be precise nonexclusive that additionally helps development in the information.

## 5. CONCLUSION AND RECOMMENDATION

### 5.1 Discussion of the Study

The current message was developed to understand the fact that self-employed people also had a concept of balance in working life and they also needed job satisfaction. The evolving relationship between the work activities and its life activities; the differences available have some different consequences for the functions performed by the independents. The thesis begins with the introductory part that helped these specialists create this research point This test may be driven in addition to investigating the impact of online communications in addition to the value of effort compensation for the job satisfaction job of online freelancing work in Malaysia. These main destinations of the claim for these positions are: with the analysis of this relationship.

### 5.2 Implications of Findings

Research on the balance of working life and job satisfaction of independent individuals yielded different results based on the data collected through the data collection technique in the questionnaires. The questionnaire was developed with the consideration of independent workers in the country.

### 5.3 Research Recommendations

The following has been developed to understand and implement the balance of working life in the self-employment routine and how they can achieve the desired level of job satisfaction

In addition, there is a need to make specific proposals for aid to Malaysian self- employed associations that may help them to compensate for existence. It has been drawn alongside the reference to the discoveries produced in the present research, which you may wish to take after thinking about suggesting ways that can be of great importance to self-employed people to achieve that full-fledged equivalence in life for the satisfaction of a great career that is finally done.

Finally, the associations that need aid hiring the administrations of the freelancers could Additionally enjoy those freelancers over some other exercises other than fill in that provide them those chance on get alongside their crew Furthermore they camwood accomplish useful worth of effort existence offset.

#### 5.4 Research Limitations

Each examination directed with reference to the issue of parity in working life experienced a few imperatives amid its fruitful usage. The accompanying examination centres on the parity of working life and occupation fulfilment

Another exemption to the idea of research limitations. The main real imperatives experienced in evaluating might be a case of gathering the required information. At the end of the day, the data already considered has been gathered, where the phrasing has been produced in a survey coordinated at that help with the polls

#### 5.5 Chapter Summary

The following chapter was written to complete the Master's thesis on the theme of Work Life Balance and Job Satisfaction. The individual section of the area that provides such selected objects begins as required in the previous sections. Section In addition to examining the main points of meditation which needs to help the finished search along with completing the investigation with further achievement. This talk about the study also shows that the basic issue of the exam also focused plans starting from scanning written works something like understanding this issue.

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