

An overview of work-life management practices from Malaysian perspective

ABSTRACT

A study of work-life issues has become the subject of research for many scholars in the field of business and management studies. Despite increasing attention has been accorded to work-life issues in developed countries, very few is known of the research of work-life issues in developing multi-cultural, multi-ethnic country like Malaysia. The fact that Malaysia has diverging ethnic groups and cultural system, this study addresses an insight analysis of work-life management issues from a different perspective. The research is conducted in 3 public sector organisations in Sabah, Malaysia and includes 71 in-depth interviews. The finding demonstrates the nature of the relationship between work and non-work varies according to the strategies which workers adopt. This is potentially an important finding, as it can provide critical learning points for policy makers and employers aware of the need to find culturally appropriate ways to enhance work/non-work integration, as well as to alleviate the harmful effects of work/non-work conflict.