



The Influence of Work-Life Balance on Job Satisfaction among Freelances in Malaysia

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1.0 Introduction

Currently, job satisfaction is seen as a success of work who also regard it as one of the core issues in organisational growth. The definition of job satisfaction and its effect on work and life balance is more than just a matter of interest. The performance, productivity and survival of all organisations are decisively determined by employees. It is necessary to understand the motivation and the degree to which the organisation and other contextual variables are fulfilled. The employee can help further to the success of the company, who can maintain a balance between private and professional life and has a high level of satisfaction. The satisfaction of work, and work and life balance can be determined by a variety of factors, which can include social factors, psychological factors, the work environment, the nature of work, job satisfaction, family history, home and life schedules (Bailyn, Drago & Kochan, 2016). In the 1970s, scholars and academics began trying to combine work and personal lives and find the best way and balance work. The balance of work-life is highly competitive and workers feel that due to higher job demands, they are unable to manage their personal lives and families. They face difficulties in fulfilling family responsibilities and their impact on productivity that must be understood to recruit employees and make them productive within their organisations (Krishnan & Loon, 2018).

The topic of workplace stratification gains global attention and is a central subject in addressing the effects of job satisfaction on the balance of work-life. Companies also realise that people need equal time and commitment work and their lives, and if done correctly, the productivity of employees can be increased. And people need to balance their work responsibilities and individual living commitments. And they are known. Employers can achieve a high level of job satisfaction by giving them a flexible working climate, as well as enhancing their self-esteem and a lower sales figure (Lockwood 2017).

The equilibrium of the workers' work with life has been discussed between academics, professionals and policymakers because of the growing concern for sustainable growth in social and human resources. The world of jobs now enables the involvement of numerous non-standard employees such as part-time,

season, casual, moonlight and other people with a growing number of working mothers, students, couples of double careers, single relatives and elders to rise rapidly in technology, organisational change and transformation and to establish alternative employment arrangements period moreover, significant changes in the demographics of modern society have blurred the boundaries and relationships between the interests of employees and other lives, as more people are taking their jobs back home (Hossain, Asheq, Limon, & Amin, 2018).

1.1 Background of the Study

The work-life balance is an acceptable level of participation between the different roles in an individual's life. The balance of working life is usually linked to balance or an overall sense of peace in life. Although the definitions and interpretations vary. Working-life harmony research involves the study of the ability of individuals to fulfil the diverse requirements of life simultaneously. The juggling of life and work in the past was considered to be fair and time-free, but in recent times the idea was taken for granted and expanded to include additional elements (Greenhaus, 2018). The objective of the work-life balance is to ensure that the quality of life of an employee is maintained on an effective basis. Working-life balance provides a good and creative employee as inequalities remain unhappy and unhappy in the work-life balance. They researched and found that they are more susceptible to depressive feelings, depression, lower motivation, pessimism, exhaustion and sleep disruptions, considering imbalances in both men and women in work and mental health issues (Hossain et al., 2018).

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, 2018). The parity in functional life moves from country to country. In all expresses, a couple of individuals are remote and don't have any precondition to go to the work affiliation and comply with the association's methodology. This does not imply that they have a solid way of life between their work and their family. For instance, an independent essayist may have an association and contribute a lot of vitality supervision and work inside it (Neale & White, 2014). A large portion of the day might be spent on work, which adversely influences relationship with the family. People bounce on the opportunity to change their very own lives with their work. 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, 2018).

1.1.1 Work-Life Balance

Lockwood (2018) has described the balance of work-life as a work and obligation management mechanism. Senior management support is required for work-life activities. Establishing an organizational culture to maximize employee satisfaction and productivity enhancement programs for workers, which allows people to look at a company in a radically different way while recognizing and welcoming staff people as individuals with outside interests. The work-life comparison influences employees' attitudes toward organization and life. Employment balance is extremely important if the organization is to handle

highly skilled people because their dedication and loyalty are necessary to the company's success. The balance of working lives is a driving factor for employee's satisfaction, according to (Susi, 2019).

1.1.2 Job Satisfaction

The satisfaction in the job defines how satisfied workers are with their jobs today. Locke's (2019) is used often to define job satisfaction as an emotional reaction to a person's work experience as pleasurable or constructive. Employment satisfaction can be described as an attitude that leads to high performance and reflects the employee's feelings on different aspects of the job (Stone, 2018). Happiness at work explains how satisfied workers today are with their profession and how they feel about the various facets of their employment (Marcic & Daft, 2019).

1.2 Statement of Problem

Nowadays the freelancers in Malaysia are facing issues with their job satisfaction which relate to their work-life balance due to issues that poses a great risk to the well-being of workers, their success, efficiency and productivity within freelancer organisation. Employees of many freelancers in Malaysia are having trouble trying to align overload work obligations with their social lives. On the other hand, employee compensation and inability to achieve that can result in low job satisfaction for most adults are the most significant areas of life. Even worldwide, the modern economy and related social shifts, such as technological growth and a growing number of families, have placed pressure on the co-ordination between finance, family and work (Hasan & Teng, 2017).

The employee's attitudes towards the organisation and happiness in the workforce are influenced by a balance of work-life that hurts employees' performance, particularly certain steady changes in freelancers. The backlog of courts, poor attitudes towards work and a poor interpersonal relationship is evident (Wei & Teng, 2018).

1.3 Research Objectives

- RO1: To determine the correlation of work-life balance and work overload on job satisfaction among freelancers in Malaysia
- RO2: To determine the correlation of work-life balance and working hours on job satisfaction among freelancers in Malaysia
- RO3: To determine the correlation of work-life balance and employee reward on job satisfaction among freelancers in Malaysia
- RO4: To determine the correlation of work-life balance (work-overload, working hours, employee reward) and job satisfaction among freelancers in Malaysia

1.4 Research Questions

- RQ1: Does work overload correlate from the perspective of work-life balance on job satisfaction among freelancers, Malaysia?
- RQ2: Does working hour correlate from the perspective of work-life balance on job satisfaction among freelancers, Malaysia?

- RQ3: Does employee reward load correlate from the perspective of work-life balance on job satisfaction among freelancers, Malaysia?
- RQ4: Do work-like balance factors influence job satisfaction among freelancers in Malaysia?

1.5 Significance of the Study

This research brings useful insight to policy-makers which can be used for policy-making in the implementation of work-life equilibrium programmes. It may also allow human resource experts to better understand how publicity designs a better work-life balance program and plan that benefits businesses and their staff. For independent students, the results of this study are also insightful. The study provides self-employed Malaysians with a greater flexible working understanding to achieve employment fulfilment and a better working life balance.

The research will be a source of knowledge and content on work satisfaction for academics. Researchers and future researchers with similar research problems at the international, regional as well as local levels will also find the results useful as a source of the empirical literature.

2.0 Literature Review

This chapter reviews the words of other researchers in Malaysia on the impact of the balance of working lives on the satisfaction of freelancers. This chapter covers theoretical context empirically performed study reviews and literature review summaries and research gaps were determined. A detailed overview of the previous research work related to the thesis is included in this chapter. It is a comprehensive synthesis and critical evaluation of the individual variables and their interconnections, as shown by previous empirical research that has been documented or published. The specific need to fill in multiple hours in addition to child care policies may grow independent realization also a feeling of commitment to offer companionship. Chance to be as it may, (Akanji 2016). I talked about the relationship between paid businesses, one person compiling what is more than full existence. They struggle that parity in working life depends on how single life is more appropriate to be seen.

These necessities for self-employed in addition, the company must be satisfied, as well as to the agreement that must reach the centre of the needs of the independents and requests of traders. Both the independent and commercial benefits bring specific necessities. These preconditions are consistently restricted. These benefits of business are concerned about meeting needs, but those independent may try to achieve their identity or needs. Thus, the independent necessities will think of the necessities of the crew in any case of probability that he / she is committed to filling his name (Akanji, 2015). WLB may be the primary driving force behind the prosperity of that association, as it drives higher productivity. Cooperate reliably to check the high productivity starting from their own group, the same independent time searching for getting a completion that begins to fill them in addition to the gang assembly. The hobbies of both the independent person and the benefits of business may often be disrupted, and the frustration of "self-employment is also

experienced in this area." Knowledge may trust that each category should be misused between the abilities of the independent as well. These are the distinct requirements of the independent (McCarthy, Darcy Gandhi, Grady, 2015).

Great WLB is a fundamental purpose behind the association's prosperity since it prompts higher profitability. Associations dependably search for higher profitability from their group, while freelancer dependably search for getting satisfaction from their work and family life. The interests of both the freelancer and the business may strife frequently, which brings about disappointment both among freelancers and for the business. Associations may trust that they have to abuse every one of the capacities of a freelancer and they will ordinarily choose not to see towards the individual needs of the freelancers (McCarthy, Darcy and Grady,2018).

A literature review also serves as a foundation for the thesis' methodological, experimental, and theoretical sections.

2.1 Works-Life Balance

First used in 1986 in the USA to shed light on the trend of people spending time in employment while giving less time to other facets of their own lives. The term Work-Life Balance (working life balance). They categorise the balance between work and life into a balance between time, dedication and satisfaction, and refer to a particular balance in every dimension of work and family roles. The WLB policies would allow employers in various activities such as recreation, family care, training, rest and social life to increase their quality of life. More and more people spend more time on job-related tasks (Hossain et al., 2018).

2.2 Job Satisfaction

The enjoyment of the job as a positive emotional state arising from the estimation of your work or work experience to achieve or promote the realisation of your job values (Krishnan & Loon, 2018). Job satisfaction is an important objective that businesses must achieve because it has shown that employee satisfaction represents success, productivity, employee retention and satisfaction. Research has shown that satisfaction with jobs is influenced by many factors (Krishnan & Loon, 2018). It is a key component of general satisfaction that gives the individual the energy to succeed and to carry out his work. It also empowers them to develop and be part of his work.

2.3 Work-Life Balance and Job Satisfaction

Guest (2002) pointed out that managing working life has always been a challenge for the qualities and relationships of those involved in the quality of working life. A workplace satisfaction standard, which is an external factor in job satisfaction, has been taken away from the working life term. It aimed to give an employee quality of life and preserve the productivity level of an employee at work. The level of employee satisfaction increases for a variety of reasons, and when employees celebrate they feel encouraged. Established business trends such as organisational systemic improvements, career diversity and working

women employed in companies increase the demand for employee work-life equilibria. Organizations should provide work and life balance programmes to their employees so that better performances are in tasks efficiency and contribution to effective organisations (Parvin & Kabir, 2019).

2.4 Working Hours

Working hours vary greatly between countries and within countries, for example as part-time jobs and working hours laws and arrangements prevail (Bick et al. 2016; OECD 2016). Connaissance of the impact of working hours on labour productivity is an essential element in demand awareness and it has important consequences for working hours management and management. However, many of the impacts on working hour's productivity remain uncertain. Two opposite effects may potentially occur. Longer days on the one hand, if a worker is faced with fixed daytime cost and electricity or if longer hours contribute to better use of capital goods, will yield more productivity. On the other hand, worker exhalation can start after several hours of work, thereby reducing the marginal impact of one additional hour per worker on productivity. If neither of these effects occurs, or if they all cancel one another, the marginal output cannot improve with the working time. The effect of working time on productivity cannot be defined easily, for two important reasons. First, the failure to comply with industry, jobs and workforce characteristics can affect both work time and productivity and thus the relationship between the two variables which involve skewed estimates of the impact on the output of work time. Secondly, external shocks can influence working time and efficiency, leading to another skewed impact estimate. Many research that can use the exogenous working time to assess the productivity impact of working hours has focused on either manual employees in the middle of the twentieth century or the health sector (Collewet & Sauermann, 2017).

2.5 Work Overload

Jobs refers to the scale of work activities that can cause workers psychological distress. People respond to workload differently. Others agree although others are indignant (Johari, Ridzoan, & Zarefar, 2019). As workers go up the work stairs, the workload increases, which affects employee morale, which is of concern to managers who are currently only working in high-performance roles. The literature shows that pressure is used to minimise job efficiency. Workload thus refers to the amount or quantity of tasks and tasks the employee is responsible for at work. This factor refers to the degree of stress people experience, due to the conception of not being able to adjust or engage in the amount of work they are given (Johari, Ridzoan, & Zarefar, 2019).

3.0 Methodology

The research methodology, including procedures and methods for collection and analysis (receive and process data), is covered in this chapter. It involves the field of research, studies design, populations, sampling, methods, and investigation tools, ethical considerations, processing of data, data quality management and analysis. The study's methods for analyzing the collected data will be outlined in detail, as will the study's population, the area in which it was performed, and the study's design and data

collection. Furthermore, the measures to evaluate the validity and credibility of the results obtained from the sample analysis and to conduct the reliability test to determine the overall uniformity of the measurement results from the analysis are the statistical instruments used for assessing and the type of data collected. A survey questionnaire was used to detect precisely how the workplace balance affects over loud employment satisfaction amongst freelancers in Malaysia using a quantitative tool. Also, the software packages used in this report SPSS.

3.1 Research Design

Creswell and Clark (2019) outline methods for collecting information related to research questions, such as online questionnaire kits and research design. It's a general guide to data collection, variable computation, and data interpretation, intending to solve the study's problem. The investigation was conducted using a descriptive cross-sectional investigative design. In a descriptive survey, the researcher will classify the characteristics of the variables of interest (Clark, 2019), so the descriptive design is best followed and justified in this study. As a result, it was justified. The next step is to plan the study, after defining the variables in the problem and creating the design structure in this chapter, to collect and evaluate the necessary data to reach a solution. A correct planned research design is essential to ensure that the analysis is reliable, confident and generalised. According to (adapted from Zikmund, 2017), the general research method can be clarified. Research design is a plan for the frame of prior decisions in the data collection and review process regarding Burns & Bush (2016, p.116). Burns & Bush. In this analysis, quantitative method investigation will be used to analyse the relationship between the 3 independent variables and dependent variables, namely, work overload, working hour, employee reward.

3.2 Quantitative Research

Quantitative research method attempts to investigate and recognize existing certainties under the light of research conviction that the demonstration of examination ought to be nonpartisan movement from the subjectivity perspective of the scientist (Hara, 1995). Quantitative research approach uses distinctive logical techniques to enquire a given marvels and manage the applicable issues and issues. These strategies use a target way that improves the unwavering quality of the data and diminishes predispositions. Generally, quantitative research approach gathers information into numeric structures, for example rates, positions, appraisals, and so forth. It helps the analyst in deliberately outlining every one of the information gathered for the investigation. The quantitative research goes for creating and utilizing numerical speculations, models, or theories identified with the examination wonder. It basically concentrates on gathering information in numbers for clarifying certain wonder and noting particular inquiries. Quantitative research strategy causes in adjusting to the examination inquiries and targets (Kumar, 2007). Moreover, it was expressed by Kumar (007) that it is the least complex type of approach. Based on the qualities of both the research methods, this study employed quantitative research method in order to collect data in numerical form. Furthermore, quantitative data was easy to analyze and was helpful in testing the hypotheses to understand the relationship and the correlational between the variables. The quantitative data will be obtained through questionnaire survey.

3.3 Population and Sample

The entire community of individuals, activities, or items of interest that the researcher wants to examine is referred to as the population (Sekaran, 2018). The entire set of cases or units about which the researcher wishes to conclude is referred to as the sample population. When it comes to freelance in Malaysia, one of the most important steps in creating a research design is defining the population according to the study's objectives. The sampling frame refers to the representative element of the target population. The population for these studies include 180 respondent which was adopted from a sample size of a known population .

3.4 Plan of Data Analysis

Sekaran (2015) states that data analysis consists of a series of closely related operations to summarise and organise the data collected to address the research questions. Editing, coding, classification and tabulation are all involved. The method also includes the categorisation, ordering, manipulation and description of data to find answers to questions of the study. Data were washed, edited, correctly reviewed and coded before analysing data using SPSS version 26. Such processes are critical to the structured organisation of the data collected to make analyses feasible (Mugenda & Mugenda, 2018). To achieve the study objectives, the data collected have been analysed using descriptive statistics (central trend measurements and variance measures). To avoid any incomplete response, the surveys collected are screened manually. Furthermore, the methods used for data analyses are normality checks, reliability tests, factor analysis, T-tests, Pearson correlation, simple and multiple regression.

4.0 data analysis

The data analysis and results of the study methodology are also discussed in this chapter. The chapter will also provide insight into the impact of Malaysia's work-life balance on freelancers' overabundant job satisfaction. All 180 respondents completed the questionnaire and had it returned to them. As a result, the response rate was 100 percent, which was considered outstanding. The researchers' extra efforts to construct a questionnaire and make courtesy calls to remind respondents to complete and return the questionnaire resulted in an excellent response rate.

According to Mugenda and Mugenda (2015), a 50 percent response rate is sufficient for analysis and reporting, a good 60 percent response rate is acceptable, and a 70 percent over response rate is outstanding.

4.1 Respondent Demographic Information

4.1.1 Respondents

The study reported the number of respondents. His results were as demonstrated below. Table 1 indicates the respondent's rates involve in this questionnaire where the total number of participant is 180 and 0 invalid questionnaire. Table 1 below illustrates these results clearly.

Table 1: Statistics

		Respondents Gender	Respondent Marital Status	Age of Respondents	Education Highest Level	Working Experience as Freelancer	Freelancer Job Category
N	Valid	180	180	180	180	180	180
	Missing	0	0	0	0	0	0
Median		2.0000	2.0000	3.0000	2.0000	2.0000	2.0000
Mode		2.00	2.00	2.00	2.00	2.00	1.00
Std. Deviation		.50028	.71030	1.06597	1.23114	1.24067	1.35974
Variance		.250	.505	1.136	1.516	1.539	1.849
Range		1.00	3.00	4.00	4.00	4.00	4.00

4.1.2 Gender of the Respondents

Table 2 shows that more than half of the respondents were male (46.7%), followed by a female (53.3%) respectively. Table 2 below illustrates these results clearly.

Table 2: Respondents Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	84	46.7	46.7	46.7
	Female	96	53.3	53.3	100.0
	Total	180	100.0	100.0	

4.1.3 Marital Status Respondents

Table 3 shows that more than half of the respondents were single (60.0%), followed by married (31.1%) and a small percentage of divorced and widow indicate (4.4%) respectively. Table 3 below illustrates these results clearly.

Table 2: Respondent Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	56	31.1	31.1	31.1
	Single	108	60.0	60.0	91.1
	Divorced	8	4.4	4.4	95.6
	Widow or widower	8	4.4	4.4	100.0
	Total	180	100.0	100.0	

4.1.4 Age of the Respondents

Table 4 shows that most respondents were 25 - 34 (33.3%), followed by 15 - 24 (12.8%), 35 - 44 (28.3%), 45 - 54 (21.7%) and a small percentage 55 - Above (3.9%) respectively. Table 4 below illustrates these results clearly.

Table 3: Age of Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15 – 24	23	12.8	12.8	12.8
	25 – 34	60	33.3	33.3	46.1
	35 – 44	51	28.3	28.3	74.4
	45 – 54	39	21.7	21.7	96.1
	55 And Above	7	3.9	3.9	100.0
	Total	180	100.0	100.0	

4.1.5 Education Highest Level

Table 5 shows that most respondents were Bachelor Degree (55.6%), followed by Diploma (8.9%), Master Degree (8.9%), and Doctor of Philosophy (12.2%) and small percentage other (14.4%) respectively. Table 5 below illustrates these results clearly.

Table 4: Education Highest Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	16	8.9	8.9	8.9
	Bachelor Degree	100	55.6	55.6	64.4
	Master Degree	16	8.9	8.9	73.3
	Doctor of Philosophy	22	12.2	12.2	85.6
	Others	26	14.4	14.4	100.0
	Total	180	100.0	100.0	

4.1.6 Working Experience as Freelancer

Table 6 shows that most respondents were 2 – 3 years (43.3%), followed by less than 1 year (8.9%), 3 – 5 year (15.0%), 5 – 8 (18.3%), and a small percentage 8 years above (14.4%) respectively. Table 6 below illustrates these results clearly.

Table 5: Working Experience as Freelancer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 1 Year	16	8.9	8.9	8.9
	2 - 3 Years	78	43.3	43.3	52.2
	3 - 5 Years	27	15.0	15.0	67.2
	5 - 8 Years	33	18.3	18.3	85.6
	8 Years Above	26	14.4	14.4	100.0
	Total	180	100.0	100.0	

4.1.7 Freelance Job Category

Table 7 shows that most respondents were Writing & Content (37.8%), followed by Websites, IT & Software (28.9%), Translation & Languages (4.4%), Data Entry & Admin (21.7%), Sales & Marketing (7.2%) respectively. Table 7 below illustrates these results clearly.

Table 6: Freelancer Job Category

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Writing & Content	68	37.8	37.8	37.8
Websites, IT & Software	52	28.9	28.9	66.7
Translation & Languages	8	4.4	4.4	71.1
Data Entry & Admin	39	21.7	21.7	92.8
Sales & Marketing	13	7.2	7.2	100.0
Total	180	100.0	100.0	

4.2 WLB (Work Overload)

The study aimed to see how much respondents agreed with the above statements about job overload. As shown in Table 9, the majority of respondents strongly agreed that their business decision within their business environment is satisfactory. Table 8 shows that the highest percenter was agreed with (34.4%), followed by Slightly Agree (23.9%), Neutral (17.8%), Strongly Agree (14.4) and a small percentage Slightly Disagree (9.4%) respectively. Table 8 below illustrates these results clearly.

Table 7: My working place pressured me to work for long hours.

	Frequency	Per cent	Valid Percent	Cumulative Percent
Valid Slightly Disagree	17	9.4	9.4	9.4
Neutral	32	17.8	17.8	27.2
Slightly Agree	43	23.9	23.9	51.1
Agree	62	34.4	34.4	85.6
Strongly Agree	26	14.4	14.4	100.0
Total	180	100.0	100.0	

Table 9 shows that the highest percentage were Slightly Disagree (30.6%), followed by agree with (25.0%), Neutral (20.0%), Slightly Agree (18.3%), and a small percentage strongly Agree (6.1%) respectively. Table 9 below illustrates these results clearly.

Table 8: At my working place have to work very fast and intensively.

		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Slightly Disagree	55	30.6	30.6	30.6
	Neutral	36	20.0	20.0	50.6
	Slightly Agree	33	18.3	18.3	68.9
	Agree	45	25.0	25.0	93.9
	Strongly Agree	11	6.1	6.1	100.0
Total		180	100.0	100.0	

4.3 WLB (Working Hours)

The study aimed to see how much respondents agreed with the above statements about job overload. Based on the results, the majority of respondents strongly agreed that their business decision within their business setting is satisfactory, as shown below.

Table 10 shows that the highest percentage were Neutral with (40.0%), followed by agree (27.2%), slightly agree (18.3%) and a small percentage slightly disagree (14.4%) respectively. Table 10 below illustrates these results clearly.

Table 9: I am satisfied with my current working arrangement.

		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Slightly Disagree	26	14.4	14.4	14.4
	Neutral	72	40.0	40.0	54.4
	Slightly Agree	33	18.3	18.3	72.8
	Agree	49	27.2	27.2	100.0
	Total	180	100.0	100.0	

4.4 WLB (Employee Rewards)

According to the results of the research, the majority of respondents agreed that their business decisions within their business environment are satisfactory, as shown by this report, in which the respondents agreed with the statements made above about job overcharge.

Table 11 shows that the highest percentage were agree with (35.6%), followed by Neutral (21.1%), slightly agree (20.0%), disagree (13.3%), strongly Agree (6.1%) and a small percentage strongly disagree (3.9%) respectively. Table 18 below illustrates these results clearly.

Table 11: I am satisfied with the reward of getting at my working place.

		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	3.9	3.9	3.9
	Disagree	24	13.3	13.3	17.2
	Neutral	38	21.1	21.1	38.3
	Slightly Agree	36	20.0	20.0	58.3
	Agree	64	35.6	35.6	93.9
	Strongly Agree	11	6.1	6.1	100.0
	Total	180	100.0	100.0	

4.5 Job Satisfaction

The research study shows that the majority of respondents from job satisfaction agreed that their business decision within their business environment is satisfactory, as seen in this article, in which the respondents agreed with the statements stated above on the job overcharge from the research findings.

Table 12 shows that the highest percentage were agree with (27.2%), followed by slightly agree (20.6%), disagree (20.0%), slightly disagree (16.7%), neutral (15.6%) respectively. Table 12 below illustrates these results clearly.

Table 1210: Overall, I am satisfied with my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	36	20.0	20.0	20.0
	Slightly Disagree	30	16.7	16.7	36.7
	Neutral	28	15.6	15.6	52.2
	Slightly Agree	37	20.6	20.6	72.8
	Agree	49	27.2	27.2	100.0
	Total	180	100.0	100.0	

4.6 T-Test

Table 13 group statistics indicate the T-Test analysis for hypothesis indicate respondent gender was male N 84, Mean 4.654 and standard deviation .64029, while female N 96, Means 4.4875 and standard deviation .62756. This indicates that gender has a significant difference in work-life-bane among freelancers in Malaysia.

Table 13: Group Statistics

	Respondents Gender	N	Mean	Std. Deviation	Std. Error Mean
MJS	Male	84	4.6548	.64029	.06986
	Female	96	4.4875	.62765	.06406

4.7 Correlations

The parametric statistical method is used since the samples obtained are usually distributed. The correlation coefficient approach was used to assess the correlation between variables to address the research questions raised in chapter 1. Several assumptions, like the random and self-contained samples must be fulfilled. The samples are accurate and correct, according to previous studies. For validation of the marketing information system correlation coefficients, seven correlation coefficients were used, and the value level for all coefficients was set at 0.05 levels (2-tailed). The Pearson correlation (r) can be used to measure the frequency of a relationship. If the r-value is 0, there is no correlation between the two variables; if the r value is 1, they can be considered perfect positives; if the r value is -1, they can be considered negative correlations. If the value of r is zero, the r-value will be used to determine the strength of the relationship. Table 31 determines the relationship's strength. The symbol + or- represents a positive or negative relationship. The matrix's definition of these seven variables and their correlation.

Table 1411: Correlations

		mean of overload	MWH	MER	MJS
mean of overload	Pearson Correlation	1	-.007	.184*	-.145
	Sig. (2-tailed)		.926	.014	.052
	N	180	180	180	180
MWH	Pearson Correlation	-.007	1	.311**	.149*
	Sig. (2-tailed)	.926		.000	.046
	N	180	180	180	180
MER	Pearson Correlation	.184*	.311**	1	.098
	Sig. (2-tailed)	.014	.000		.189
	N	180	180	180	180
MJS	Pearson Correlation	-.145	.149*	.098	1
	Sig. (2-tailed)	.052	.046	.189	
	N	180	180	180	180

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Table 14 It showed that all independent variables (Those Ad Effects affects our buying value) and human error adoption is solely attributable to inaccurate outcomes, and no device R monitoring properties leading to $r=.962$, followed by data protection level 020 are necessary. The lowest correlation is not possible to track incorrect personal data ($r = 046$). There is no need to think about tracing missed or lost ID cards or tracing and rectifying incorrect data as the positive correlation shows that the independent variables have a significant relationship.

4.8 Oneway ANOVA with Descriptive Statistics

The questionnaire has been turned over to the manufacturing companies. There have been collected a total of 180 available surveys. There were no unusable online questionnaires or physical questionnaires. There were no gaps in the results. The primary goal of descriptive research is to understand the respondent's profile. The tables below provide a list of the summary study. This project employs detailed statistics to clarify the data set's main characteristics and to summarize all of the effects of work-life balance on job satisfaction among overworked freelancers in Malaysia's Malaysia division.

Table 15 shows that most respondent's number of marital status, mean, standard deviation with 95% Confidence Interval for Mean for Married, Single, Divorced and Widow respectively. Table 15 below illustrates these results clearly.

MJS	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
Married	56	4.5571	.69042	.09226	4.3722	4.7420
Single	108	4.5278	.62560	.06020	4.4084	4.6471
Divorced	8	4.9500	.50990	.18028	4.5237	5.3763
Widow or widower	8	4.7500	.41057	.14516	4.4068	5.0932
Total	180	4.5656	.63732	.04750	4.4718	4.6593

Table15: Descriptive

4.0 Discussion

The discussion in this report examines the impact of too noisy employment on the balance of workers' lives in Malaysia. The answers to the questionnaires are presented in the first section of the chapter, while the results of the interviews are presented in the second. According to research, data is critical for freelancers' satisfaction with their overloud employment in Malaysia. For doing the data analysis the data was needed to be collected from the process of data collection which was the questionnaire for the study. After collecting the data, the Cronbach Alpha value determines the reliability of the collected data. The data was highly reliable. After reliability the chapter discusses the response rate for the questionnaires data collected. It was said in the response rate that the basic concept behind the identification of the response rate for the questionnaire can be explained as the total number of completed questionnaires by participants divided by the total number of developed questionnaires that were sent of number of participants. There can be difficulty in analysing the response rate for your developed questionnaire because different participants did not send the complete questionnaire; and writers need to adjust the un-complete answers for their research (Iovieno, & Papakostas, 2012). The analysis of questionnaire was also performed that helped the researchers in moving forward with their research. it was said in the analysis of questionnaire that there were seven sections of the questionnaire that describe the every selected variable of the study. The preliminary data screening was also performed to determine the outliers of the data and in the collected

data, there were no outliers. The data analysis part of the chapter starts with the development of descriptive analysis with respect two different dependent variables. The descriptive analysis describes that both of the dependent variables are very important for the freelancers in attaining their successful work life balance. The descriptive statistics helped the researchers in developing perfect correlation between all the selected variables irrespective of their type. After correlations the developed two hypotheses of the study were tested. The developed H_1 was tested and was found out it is accepted with the value of R^2 is 0.667 which is more than the value of acceptance region for the hypothesis of work life balance. This value of R^2 indicates that there are low chances that freelancer can maintain the work life balance. The coefficient table of the H_1 also denotes that the acceptance of our developed hypothesis is a good decision.

5.0 References

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