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The Relationship between Work-Life Balance and Performance of Teachers in Malacca

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Abstract: This study intends to identify the relationship between work-life balance and performance of teachers in Malacca. Work-life balance refers to the working arrangements that ensure an employee's personal and professional duties are balanced. Lack of the work-life balance will influence the performance of teachers. This is due to the numerous tasks that they must complete such as education and teaching, research and development and public service. The objectives of this study is to identify the level of work-life balance of teachers in Malacca, to identify the level of performance of teachers in Malacca and to identify the relationship between work-life balance and performance of teacher in Malacca. This study adopted quantitative research method, collecting the data from teachers who teach in primary school in Malacca. There are 266 teachers had been answer the questionnaire. Data collected were analyzed using Statistical Package for Social Science (SPSS). The findings demonstrated a correlation between work-life balance and performance of teachers in Malacca. Work-life balance and performance of teachers in Malacca have the significant positive correlation. However, the study suggests that in order to improve effective performance of teachers, work-life balance must be increased.

Keywords: Work-life balance, Performance of teachers, Primary school

1. Introduction

This chapter presents the full scope and framework of this study, with a particular focus on the relationship between work-life balance and teacher performance in Malacca. This chapter briefly describes the background of the study, as well as his work-life balance and performance of teachers in Malacca. In this chapter, we will clarify the problems of the research. The basic aim of this study is to investigate the relationship between work-life balance and teacher performance in Malacca. Next, research questions and goals are presented. The research question should guide this research and the results should answer the research question. The main aim of this study is to focus on the relationship between work-life balance and teacher performance in Malacca. The second half of this chapter focuses

on demonstrating the importance of research that benefits from different perspectives. Finally, this chapter presents the scope of focus and a summary of this chapter.

According to the Department of Statistics Malaysia, there have 238 primary schools and 77 secondary schools in Malacca. There are 13,925 teachers in Malacca. The primary objective of the Ministry of Education (MOE) is to offer pre-service and in-service training for its teachers in order to satisfy the demands of its schools. Teachers play an important role in achieving Malaysia's educational goals of improving the quality of education and increasing human capital. As early as 1995, the special committee established by the Ministry of Education on the issues of teacher professionalization, professionalization and professional development emphasized the necessity of teacher professional development (Jamil *et al.*, 2014).

The education system must now face bigger challenges in order to meet the worldwide demands and expectations of the twenty-first century. Teachers are always under stress from school inspectorate oversight and they are also forced to attend staff development programs. Teachers are also obliged to work during vacations to guarantee that the education department's instructional plans are carried out as planned. In other words, teachers are not just educators who transmit information, but also managers, planners, facilitators and role models in the community (Johari, Tan & Zulkarnain, 2018). Therefore, teachers definitely are current society backbone. They serve as role models for young people, demonstrating leadership and devotion while also empowering them via education. According to Johari, Tan & Zulkarnain (2018), as Malaysia strives to become a developed country by 2020, education is seen as critical because it is one of the factors used to assess a country's progress.

Bataineh (2019) state that work-life balance has been identified as important to both organisations and people, and it has been shown to significantly contribute to increased employee productivity, which has a positive impact on organisational success. From the employee's perspective, work-life balance is the maintaining of a balance between work and home duties. Most studies show that when families are happy, the work environment becomes a conflict-free and enjoyable place (Mmakwe, Anthonia & Ukoha, 2018). Therefore, work-life balance has play the importance role for the employees.

According to Kasau (2017) employee performance is important in organizations as it plays a major role in achieving company goals.Employee performance is essential to corporate growth and productivity (Abdirahman *et al.*, 2020). Though numerous things influence it, the amount of effectiveness and efficiency may be assessed through employee performance.

Academic is one of the most popular areas due to its flexibility, employment stability and opportunities for advancement (Navanitham, 2016). Work-life balance has become a difficulty for today's academician just as it has for professionals in other industries. This is due to the numerous tasks that they must complete such as education and teaching, research and development and public service. In additional, the academic field has seen great disruption as result of the coronavirus epidemic, making it harder for academic to transition from traditional teaching practices to remote employment. On a routine basis, teacher educators face a lot of other issues involving stress and tension in order to find ways to preserve and preserve their work-life balance and job satisfaction because they are held accountable and responsible for guiding a nation's youth, which ultimately shapes the nation's future (Singh, Nakave & Shah, 2022).

However, most of the teachers lack of work-life balance. According to Johari, Tan & Zulkarnain (2018), teachers have more difficulty in finding a balance between professional and personal life. If teachers are unable to manage home and work, their performance will decrease. Moreover, teachers who maintain a work-life balance can improve their social well-being and prevent burnout (Mulyani *et al*, 2021). According to the National Union of Teacher state that 90 percent of teacher have considering stopping teaching in the previous two years because to the heavy workload.

Therefore, the purpose of this research is more focusing on the relationship between work-life balance and performance of teachers in Malacca. The respondents of this research will be the teacher in Malacca which are in teaching at primary and secondary school.

In this study, the relationship between work-life balance and performance of teachers in Malacca is being examined. This research is guided by the following research question. The result from this study shall be able to answer the research questions are what is the level of the work-life balance of teachers in Malacca, what is the level of performance of teachers in Malacca and what is the relationship between work-life balance and performance of teachers in Malacca. The objectives of this research is to solve the problem that research determine in this study and have highlight in problem statement above through the further develop of objectives are to identify the level of the work-life balance of teachers in Malacca, to identify the level of the performance of teachers in Malacca and to identify relationship between work-life balance and performance of teachers in Malacca.

This study concentrates on the relationship of work-life balance and performance of teacher in Malacca. The respondents of the study are the teachers who teach in primary schools in Malacca. The individuals under these categories will be listed as the study's targets. The researcher use a quantitative approach which is a survey to conduct the research.

Work-life balance is important in many professions. Work-life balance is therefore an important part of a productive workplace. A work-life balance can reduce stress and prevent burnout. It is very important for researchers to understand the relationship between work-life balance and teachers' performance in Malacca. Research in general is important to increase theoretical and practical knowledge. Therefore, the main purpose of this study is to add general information about work-life balance and teacher performance issues. Impact of work-life balance on teacher performance based on various work-life balance aspects.

Specifically, this research will benefit teachers. Teachers will directly benefit from this research because the finding may encourage them to consider work-life balance had play the important role in their working life. This will help them to maintaining their performance on working. Future researchers also will be getting the benefits from this research. This research covers information related the relationship between work-life balance and performance of teacher. Therefore, it can help them to carry out new research by using different methods.

Academic Institution and administrators will be getting the benefit from this research. The results of this research will help academic institution and administrators made some adjustment for the working hours and the number of paper work of teacher. Besides that, it also enables the administrator to know how to manage the work schedule. Moreover, the analysis presented in this research will provide valuable information for future studies that will study about the relationship between work-life balance and performance of teacher in Malacca.

2. Literature Review

The purpose of researcher doing the literature review is to clarify and explore the current understanding of researcher to the research topic and the field studied. Besides, the evaluation of the past literature is also will done through this part. The researcher is focusing on the past reviews and studies in conducting the literature review of this research. Theoretical and conceptual framework also will be analysis in this part and suit into the research. At last, the research's hypothesis will be carries out by the researcher to examine the relationship between independent variables and dependent variable of this research.

2.1 Performance of Teachers

Employees are the most valuable part in an organization, performing organizational processes and accomplishing organizational goals. However, every organization has the difficulty of maximizing employee performance. According to Tamunomiebi & Oyibo (2020), employee performance is critical to setting company goals; therefore, companies look to technology to motivate employees to give their best at work. Furthermore, employee performance is a hot topic among management scholars because of its importance to both individuals and firms (Bataineh, 2019). Abdirahman (2020) state that the work performance of an individual is dependent on or may be the result of a combination of skill, effort and luck. However, the outputs or results created may be measured. The record of outcomes produced on a particular job function or activity within a particular timeframe is defined as performance.

Performance of teachers in school is very important nowadays. Performance of teachers refer to their attainment of educational goals and objectives. On other hand, performance of teacher not only to the classroom or school but to all contexts where student is present (Limon & Sezgin-Nartgün, 2020). Maritasari *et al.* (2020) said that teacher performance can be recognized and limited based on conditions or competency standards that each teacher must manage. In terms of teacher performance, the expected behavior is teacher participation in the learning process. Teacher performance levels are related to attributes of the teacher in performing tasks such as: (1) working primarily with students, (2) planning of learning, (3) use of instructional technology, (4) across a range of learning experiences, and (5) Active teacher leadership.

2.2 Work-life Balance

Work-life balance has played an important role for the employees. According to Mmakwe, Anthonia & Ukoha (2018), work-life balance is defined as an individual's impression that work and non-work activities are complementary and support growth in accordance with one's present life goals. Work-life balance represents the dynamic of one's lifestyle in relation to work and personal duties, as well as the impact they have on all aspects of job performance and effectiveness (Singh, Nakave & Shah, 2022). However, Employers may gain various benefits from more motivated, productive, and less stressed employees who attain work-life balance (Johari, Tan & Zulkarnain, 2018). This is because they believe their employer values them.

According to Mulyani *et al.* (2021), teacher's performance is influence by they cannot balance family and work. Therefore, work-life balance is very importance to the teacher. Employees' work-life balance and work family conflict interest have been identified as among the major issues to be handled by the business in order to protect human resources (Bataineh, 2019). Mendis & Weerakkody (2014) state that there are two dimensions for assessing work-life balance which is work-centered life and family-centered life. The factor that in work-centered life which are job hours, workload, supervisors and coworker while the factor that family centered life which are children, relatives and spouse. Wolor *et al.* (2020) said that work-life balance is also a method of creating a healthy social work environment that helps people to balance work and personal obligations and as a result will increase employee performance. It also based on two main ideas which is accomplishment and enjoyment.

(a) Workload

Workload relates to any activities that entail employees' time spent at work executing professional obligations, responsibilities and passion either directly or indirectly (Johari, Tan & Zulkarnain, 2018). It also describes the amount of jobs that employees should perform based on their level of responsibility and authority. Furthermore, Munandar, Musnadi & Sulaiman (2019) state that workload indicates the tasks which must be finished by a person or group of people within a specific time frame. Moreover, workload overload reduces employee performance.

According to Zydziunaite *et al.* (2020) teacher workload includes time was spend on teaching, administration, extracurricular activities and co-curricular duties. The teaching workload is limited to routine teaching duties such as presenting courses, creating teaching materials and grading students' assignments. As a result, non-teaching responsibilities include advising and organising meetings with students' parents, among other things. This added task came with no additional remuneration and the teacher must do it on time. This workload is a challenge for teacher and one of the reasons they are unable to focus on teaching. Furthermore, the teacher's school location influences his or her performance. A typical teacher had spends 40-48 hours a week at work based with his or her duties (Hosain, 2016). Teachers sometimes face problems at school including changes in grades and increased workload (Hero, 2020).

(b) Family responsibilities

Employees who have parenting responsibilities and other caring tasks, such as caring for the elderly, have various family commitments, making it challenging to balance work and family responsibilities (Kasau, 2017). Work conflict happens when the work role and the family role are incompatible in some way. As a result, engagement in one function makes participation in the other one more difficult (Mmakwe, Anthonia, & Ukoha, 2018).

According to Karakas & Sahin (2017), work-family life conflict may be classified into two type which are work-family conflict and family-work conflict. These two concepts can sometimes be used interchangeably. Work-family conflict arises from the tension and lack of time in which the roles that people play in their work block their duties to their families. Family-work conflict, on the other hand, is a role conflict caused by insufficient time and stress, and it can also arise between workplace demands and family expectations. This sort of conflict is defined as family commitments impeding the fulfillment of employment requirements.

(c) Flexible time schedule

Research shows that employees who have access to services such as flexible hours, day care, maternity leave, and administrative support have less work-life conflict, higher job satisfaction, less stress, and are more likely to quit low-quality jobs (Tamunomiebi & Oyibo, 2020). Flexible working arrangements provide employees more freedom and control over their positions, leading in better work-life balance and job satisfaction, which leads to higher productivity (Aziz-Ur-Rehman & Siddiqui, 2019). Therefore, flexible working arrangement helps workers to cope with work-life conflicts. These options allow families to make time for parenting and other commitment.

2.3 Hypotheses Formulation

Ho: There is no significant relationship in work-life balance and performance of teachers in Malacca.

Ha: There is significant relationship in work-life balance and performance of teachers in Malacca.
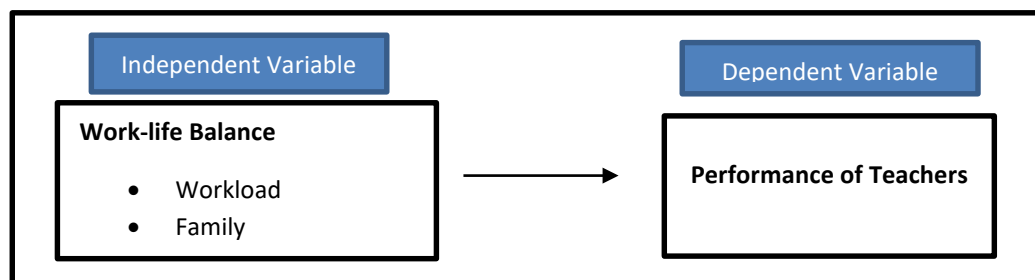
2.4 Conceptual Framework

Figure 1: Conceptual framework

3. Research Methodology

3.1 Research Design

According to Andrew (2018), a research design is a collection of methods and processes for collecting and analyzing data on the variables stated in a research challenge. This research purposely to determine the relationship between work-life balance and performance of teachers in Malacca. Research's target respondent will be the teachers who teaching in primary school in Malacca. Quantitative methods are described as the systematic analysis of phenomena by collecting measurable data and applying statistical, mathematical or computer methods (Bhat, 2018). A qualitative method is a research strategy that generates descriptive (non-numerical) data, such as behavioral observations or human Narratives of Events (APA Dictionary of Psychology, 2014). The researcher is using quantitative approach (survey) and qualitative approach (find past studied journal) to gather the information and data of the research. The survey creates in form of Google Form and the question will be given scale 1-5 to rate the agreeableness of respondents to the questionnaires and this survey will spread through internet and WhatsApp. At the end of the researches, report should be able to answer the research questions (RQ1-RQ3), examine the hypothesis of the researches with prove of data. Besides, the correlation of the research's dependent variable (performance of teachers) and independent variable (work-life balance) will be carry out.

3.2 Population and Sampling

The term population refers to all the individuals or objects under study, while sampling refers to the act of selecting a subset of the population for study (Rahi, 2017). The teachers who teaching in primary school in Malacca will be the target population of the research. The population of the study have 7,794 primary teachers in Malacca. Therefore, based on the study Krejcie and Morgan (1970), the sample size should be 364 respondents.

3.3 Data Collection

Data collection is the procedure of gathering and analysing information on variables in a systematic manner so that individuals may answer predetermined research questions, test hypotheses, and assess outcomes (Kabir, 2016). The goal of data collection in scientific research is to identify materials research requirements. There are two types of data sources: primary data and secondary data. Both data sources were used by the researchers in this study.

There have four type of data collection methods which is questionnaire, interviewing, observation and multi method. In this research, the researchers collect the data by using questionnaire method which is electronic questionnaires. Usually, a questionnaire consists of many questions asked by the researcher and answer by respondent in a fixed format. The distinction between open and closed-ended inquiries. Respondents must develop their own replies to open-ended questions, whereas respondents must formulate their own answers to closed-ended questions. The question directs the respondent to select an answer from a set of possibilities. Specific data collection procedures/methods require to be described clearly.

(a) Primary data

According to Kabir (2016), primary data are information obtained through first-hand experience. More reliable, true, and unbiased raw data have not yet been released. Individuals, focus groups, group discussions, and unobtrusive methods are the four main basic sources. The researchers used primary sources such as a questionnaire given to primary school teachers in Malacca.

(b) Secondary data

Secondary data is information gathered from sources that have been published in any way (Kabir, 2016). For instance, corporate documents or archives, government papers, and industry analysis provided via media websites and the internet. In additional, the researcher has using the online article, dictionaries and encyclopedias and internet to get more information.

Furthermore, the researcher has using secondary data such as online article to find some information and determine some questions can be asking in questionnaire. The reason that the researcher chooses to use secondary data is saving time and cost of acquiring information. The questionnaires in this research comprises of some question that have given to respondents to determine the relationship between work-life balance and performance of teachers in Malacca. Besides, by using electronic questionnaires it's simple to run, has global coverage, is relatively affordable, delivers quickly, and responders can respond at their leisure.

3.4 Data Analysis

SPSS which is Statistical Package for Social Science was used to analyse the data. After respondents have completed the questionnaire survey, the data collected from the questionnaire is evaluated by the researcher using SPSS. SPSS is a software that assists researchers in analysing data and transforming it into tables and graphs. The tables in SPSS is to ensure on better understanding to the data collected by researcher from target respondents for this research study. Specific data analysis procedures/methods require to be described clearly.

(a) Descriptive analysis

Descriptive statistics are used to summarize and categorize a collection of data's characteristics (Pritha Bhandari, 2020). Data's basic features in a research are described using descriptive statistics. Simple sample summaries and measurements are provided. This analysis may be completed by interpreting and recognizing data in order to generate descriptive information for this research study. The researcher used descriptive analysis to analyze the respondents' demographic information in this research study. Besides that, researcher have also examined the relationship between work-life balance and performance of teacher among targeted respondents.

Researcher have insisted in applying this method for data analysis as the data and information that been collected by researcher could be presented in the form of tables and percentage which is very convenient for researcher to analyze those general question to present the responses in the research study.

Moreover, the data and information from the questionnaire is very important for researcher as the number and percentage were used to analyze further on the research study to achieve the research objective that have been set. Descriptive data analysis in this research study were better understood and interpreted of the finding that been collected.

(b) Reliability analysis

Reliability analysis refers to a scale's ability to perform consistently represent the construct that is being measured (Statistics Solutions, 2022). Cronbach's alpha is an internal consistency measurement that is also used to assess scale reliability. Cronbach's Coefficient Alpha, which ranges from 0 to 1, has been used by researchers to measure reliability. In this Cronbach's Coefficient Alpha approach, the higher value of coefficient been defined as the higher reliability of the result. For instance, if the value in this research been recorded at 0.60 and above, it is defined as reliable and internal consistency. On the other hand, if the value falls below 0.60, it shows that the result is opposite. In the table, the Cronbach's Coefficient Alpha value is shown.

Table 1: Cronbach's Coefficient Alpha

Alpha Coefficient Range	Value
0.00 - 0.50	Unaccepted
0.50 - 0.59	Poor
0.60 - 0.69	Acceptable
0.70 - 0.89	Good
0.90 - 1.00	Excellent

(c) Correlation analysis

The variables in this research study's relationship is investigated using Pearsons correlation or Spearman correction (Baskuran & Krishnamurthy, 2016). The Pearson correlation coefficient is commonly utilised for data that is normally distributed. The Spearman correction coefficient is commonly utilized for data that is non-normally distributed. The researcher can use this method to determine whether the independent variables have a positive or negative correlation of information usefulness, information value-added, information accuracy, information timeliness, source credibility, satisfaction and dependent variable in this research. A positive value shows that the linear relationship is perfect (as one variable increases, the other increases). If the value is negative, it means that the linear relationship is negative, where the value of one variable rises while the other falls. The correlation coefficient ranges from -1 to 1. The table below shows the Correlation value.

Table 2: Correlation Coefficient Ranges

Coefficient Range	Strength of Association
±0.91 to ±1.00	Very Strong
±0.71 to ±0.90	Strong
±0.41 to ±0.70	Moderate
±0.21 to ±0.40	Weak
±0.00 to ±0.20	None

(d) Normality test

A normality test can be performed in a variety of ways. The Kolmogorov-Smirnov test, the Shapiro-Wilk test, and the Anderson-Darling test are three of the most well-known techniques. The Kolmogorov-Smirnov and Shapiro-Wilk tests are especially supported by IBM SPSS (Kwak & Park, 2019)

4. Results and Discussion

4.1 Analysis of Finding

In this part, the finding through the questionnaire will be analysed. To obtain the needed information, we distributed a questionnaire on "The Relationship between Work-life Balance and performance of Teachers in Malacca". All items are measured with a five-point likert scales ranging from strongly disagree (1) to strongly agree (5). The questionnaire consists of 3 sections, section A is

about demographic, section B is about work-life balance and section C is about performance of teachers in Malacca. The following discussion involves data analysis from the results of a questionnaire.

Table 3: Demographic Profile

Demographic Profile	Category	Frequency	Percent (%)
Gender	Male	72	27.1
	Female	194	72.9
Age	20-24	39	14.7
	25-29	31	11.7
	30-34	34	12.8
	34 above	162	60.9
Marital Status	Single	120	45.1
	Married	146	54.9
Level of Education	Diploma	61	22.9
	Bachelor's Degree	188	70.7
	Master's Degree	16	6
	PHD or Higher	1	0.4
Year of Teaching Experience	Under 1 year	41	15.4
	1-3 years	40	15
	4-6 years	25	9.4
	7 years above	160	60.2

Table above shows the demographic profile of the total 266 respondent analysed and illustrated in the table. The online questionnaire that been distributed have 72 male respondents which is about 27.1% meanwhile that have 194 female respondent which is 72.9%. Furthermore, there have 39 respondents of 20-24 years old which is about 14.7%, 31 respondents of 25-29 years old which is 11.7%, 34 respondents of 30-34 years old which is 12.8% and 162 respondents which is about 60.9% from above 34 years old. Moreover, there have 120 respondents was single which is about 45.1% and 146 respondents was married which is 54.9%. In additional, there have 61 respondents are from diploma which is about 22.9%, 188 respondents are from bachelor's degree which is about 70.7%, 16 respondents from master's degree which is about 6% and 1 respondent from PHD or higher which is about 0.4%. Lastly, there have 41 respondents had under 1 year of teaching experience which is about 15.4% meanwhile that have 40 respondents had 1-3 years of teaching experience which is about 15%, 25 respondents had 4-6 years of teaching experience which is about 9.4% and 160 respondents had above 7 years of teaching experience which is about 60.2%.

4.2 Descriptive Analysis

(a) Independent variable

Table 4: Descriptive Statistics of Independent Variables

	Workload	Family Responsibilities	Flexible Time Schedule
Mean	3.8549	3.6128	3.5516
Standard Deviation	0.81040	0.94637	0.74214
Minimum	1.00	1.00	1.00
Maximum	5.00	5.00	5.00
Interpretation	High	Medium	Medium

Based on the table above, it was showing the descriptive statistics of independent variables (work-life balance). Descriptive statistics give information on the mean (M) and standard deviation (SD) of

the variables in this study. All three characteristics were measured using 5-point Likert scales, with scale ratings ranging from 1 (strongly disagree) to 5 (strongly agree) (Strongly Agree). Workload scores a highest mean compare to other two variables that is (M= 3.8549, SD = 0.81040). Second highest mean owned by Flexible Time Schedule that is (M= 3.6128, SD = 0.94637). Finally, family responsibilities score a mean of (M=3.5516, SD = 0.69408).

(b) Dependent variable

Table 5: Descriptive Statistics of Dependent Variable

	Performance of Teachers
Mean	3.9746
Standard Deviation	0.62528
Minimum	1.00
Maximum	5.00
Interpretation	High

Based on the table above, it was showing the descriptive statistics of dependent variables (performance of teachers). Descriptive statistics provides information on mean (M) and standard deviation (SD) achieved by variables involved in this research. 5 point Likert scales were used to measure the response for all three variables which is the scale rating is 1 (Strongly Disagree) to 5 (Strongly Agree). Performance of teachers scores a mean of (M= 3.9746, SD = 0.62528).

4.3 Reliability Test

Table 6: Reliability test

Variables	Cronbach's Alpha	Items
Dependent Variable		
Workload	0.840	5
Family Responsibilities	0.852	3
Flexibles Time Schedule	0.863	7
Independent Variable		
Performance of Teachers	0.901	8

Based on table 10, its show the reliability test of the dependent variable (workload, family responsibilities and flexible time schedule) and the independent variable (performance of teachers) by using Cronbach's Alpha testing. There are total 23 items to be measured which is 5 items from workload, 3 items from family responsibilities, 7 items from flexibles time schedule and 8 items from performance of teachers. A general accepted rules of the value of Cronbach's Alpha is 0.6-0.7 which indicate an acceptable level of reliability, 0.8 or above a very good level. However, value higher than 0.95 are not must be a good and ideal level, since they might be an indication of idleness. The reliability Cronbach Alpha for workload is 0.840, family responsibilities are 0.852, flexible time schedule is 0.863 and performance of teacher is 0.901. All reliability of variables was reached a minimum value of 0.5 for the Cronbach's Alpha and all of these variables was reached a good reliability level.

4.4 Normality Test

Table 7: Result of normality test for performance of teachers

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Performance of Teachers	0.152	266	0.000	0.927	266	0.000

The data in Table shows that the Kolmogorov-Smirnov test was used in this normality test because the respondent is more than 50. Based on the table, the result shows that p-value is 0.000 which mean lower than 0.05 (0.000 < 0.05), thus the data is not normally distributed. Since the data is not normal, non-parametric test will be used.

4.5 Correlation Analysis

Table 8: Result of correlation analysis

Spearman's Correlation		
Performance of Teachers (PT)		
Variables	Correlation Coefficient	Significant value
Workload	0.399**	0.000
Family Responsibilities	0.426**	0.000
Flexible Time Schedule	0.538**	0.000

Table shows Spearman's correlation coefficient between performance of teachers and workload is 0.399** and that this is statistically significant (P = 0.000). Moreover, Spearman's correlation coefficient between performance of teachers and family responsibilities is 0.426** and that this is statistically significant (P = 0.000) and Spearman's correlation coefficient between performance of teachers and flexible time schedule is 0.538** and that this is statistically significant (P = 0.000).

There was weak, positive correlation between performance of teachers and workload, which was statistically significant (correlation coefficient = 0.399**, P = 0.000). Moreover, there was weak, positive correlation between performance of teachers and family responsibilities, which was statistically significant (correlation coefficient = 0.426**, P = 0.000) and there was a moderate, positive correlation between performance of teachers and flexible time schedule, which was statistically significant (correlation coefficient = 0.538**, P = 0.000).

(a) Correlation between Work-life Balance and Performance of Teacher in Malacca

Table 9: Result of correlation analysis

Spearman's Correlation		
Performance of Teachers (PT)		
Variables	Correlation Coefficient	Significant value
Work-life Balance	0.524**	0.000

Table 13 shows Spearman's correlation coefficient between performance of teachers and work-life balance is 0.524** and that this is statistically significant (P = 0.000). There was a moderate, positive correlation between performance of teachers and work-life balance which was statistically significant (correlation coefficient = 0.524**, P = 0.000)

5. Discussion

5.1 Research Objective 1: To identify the level of the work-life balance of teachers in Malacca.

Overall, the result show that the level of work-life balance for workload had the high mean score (M=3.8549, SD=0.81040). According to Hosain (2016), Workload is considered to include time spent on normal teaching, administrative (additional) and extra-curricular tasks. Besides, for the family responsibilities also had medium mean score (M=3.6128, SD=0.94637). This is consistent with the findings of Butler and Skattebo's (2004) experimental investigation, which discovered that the experience of home-work conflict generated by greater family duties had an influence on performance, particularly in men. Lastly, for flexible time schedule had medium mean score (M=3.2469,

SD=0.74214). Because it reduces work-life conflict, stress and strain, flexible schedules support employee work-life balance and well-being (Whitley, 2016)

5.2 Research Objective 2: To identify the level of the performance of teachers in Malacca

Overall, the result show that the level of performance of teachers in Malacca had the high mean score (M=3.9746, SD=0.62528). As a result, teachers must be able to teach effectively, ensure that students are satisfied with the quality and style of their teaching, manage classroom time effectively, discipline classes, and be assigned by school administrators. Performing assigned tasks, motivating students, being punctual and methodical, and ensuring student academic success. Additionally, teachers should maintain good relationships with parents and peers. Because these interactions directly or indirectly affect a teacher's job performance. Good teachers are constantly updating and learning new skills (Hanif, 2004). According to Collie and Martin (2016), one of the hallmarks of the teaching profession is its ability to adapt to daily innovation, change and uncertainty.

5.3 Research Objective 3: To identify the relationship between work-life balance and performance of teachers in Malacca.

The result shows that the relationship between work-life balance and performance of teachers in Malacca have a significant and positive relationship in this research. It was found that the value of spearman correlation of two variables were 0.524 at significant level $p<0.05$. This presented the relationship between two variables were moderate positive correlation. Moreover, the dimension of work-life balance (workload, family responsibilities and flexible time schedule) were found to be significantly and positively relationship with performance of teachers. In other words, the findings of this study generalized into situations and contexts in which administrative staffs perceive the importance of work-life balance, which has a substantial effect on their job performance. Aside from that, this work has become an additional source of information for prior investigations by Johari *et al.* (2017) as a result, they also argue that work-life balance has a substantial association with employee performance, implying that work-life balance has an influence on efficiency and its impact on administrative staff performance at Malaysia's Northern region institutions.

5.4 Research Limitation

There are many limitations occur during conducted this research. The first one is time-consuming. It takes almost 8 months to complete this research from top to the end. Second, 364 sample size is not completed in this research, the questionnaire sends to the respondents only 266 were returned. Actually, it is hard to find the exact number of primary teachers in Malacca. The lastly problem is the respondents answer the questionnaire with random, they even do not read the question, this will cause serious problem during analysed the data and make the researcher confused.

5.5 Recommendations

Based on the above findings, recommendations are made to teachers and organizational management to promote work-life balance and thereby improve teacher effectiveness. Family responsibilities have been shown to be positively related to performance. Therefore, county governments may consider creating family holidays to show appreciation for employees and their families. Not only does this help the instructor minimize work-related stress, but it also motivates him or her to work harder. Flexible work arrangements are closely related to performance, but there are significant differences between senior managers and subordinates. Therefore, it is recommended to provide more flexible work arrangements for all employees, as long as they do not affect performance.

Ultimately, a healthy workplace benefits both employers and employees. These employees agree that good health habits contribute to individual and organizational self-actualization and productivity. Promoting employee well-being is a practice that gives employees more control over and improves their

physical, emotional and social well-being. This program enables all employees to improve and maintain good health. Therefore, certain healthy activities can have positive effects on the physical, psychological and social environment

5.6 Conclusion

This research study focuses on the relationship between work-life balance and teacher performance in Malacca. Researchers believe it is always important to understand work-life balance to ensure that current research studies are up to date. We believe that it is reliable and effective to study the relationship between and teacher performance. Based on the results, it was shown that the results of all variables had a significant impact on the dependent variable, which also affected the work-life balance and performance of Malacca teachers. In addition, researchers have also discussed the limitations of the study, and few recommendations have been made to future researchers for research studies.

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