

**CONTRIBUTIONS OF WORK-LIFE BALANCE ON THE PERSONAL  
WELL-BEING AND JOB PERFORMANCE OF FACTORY WORKERS  
IN SELECTED GARMENTS MANUFACTURING  
COMPANIES IN CAVITE**

**THESIS**

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IN CAVITE**

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## ABSTRACT

**ROLLAN, DHIOSA MAE A., SOSA, JUDITH B., and VARIAS, ABEGAIL R., Contributions of Work-life Balance on the Personal Well-being and Job Performance of Factory Workers in Selected Garments Manufacturing Companies in Cavite.** Undergraduate Thesis. Bachelor of Science in Business Management major in Human Resource Development Management.. Cavite State University, Indang, Cavite, May 2017. Adviser: Ms. Mary Grace A. Ilagan.

The study was conducted from November 2016 to April 2017 in garments manufacturing companies in Cavite. This study was carried out to determine the contributions of work-life balance on the personal well-being and job performance of factory workers in selected garments manufacturing companies in Cavite. Specifically, it aimed to determine the socio-demographic profile of factory workers; the level of work-family conflict; family-work conflict and work stress experienced by the factory workers; their level of work and family satisfaction as well as the status of their psychological health; and their level of performance. Also identified the existing organizational policies and practices that promote work-life balance and the importance of those policies implemented as perceived by the factory workers and lastly; the significant relationship of work-life balance and workers' well-being; the significant relationship of work-life balance and job performance; and the relationship of workers' well-being and job performance. This study also aimed to design programs, policies and guidelines to promote work-life balance.

The participants of the study was composed of 310 factory workers from six (6) selected garments manufacturing company in Rosario, Tagaytay and Dasmarinas, Cavite. The study used descriptive-correlational design. Frequency count, mean, percentage, and standard deviation were employed in data analysis specifically on those items involving

the profile of the factory workers, the Spearman Rank Correlation was used for the test of relationship.

Findings of the study revealed that the factory workers were found to have moderately balanced work and family life, whereas work may occasionally encroach into personal life, but balance is still considered above average. Consequently, measures of well-being indicated that the factory workers were found to be slightly experiencing distress and frustrated with work and family life situations. Job performance, in addition was found to be good. Therefore, performance was occasionally above acceptable performance levels and otherwise meets acceptable performance levels.

In addition, policies related to health and wellness and maternity/paternity leave are very dominant. Those policies and practices pertaining childcare and cares room are not usually being provided to factory workers.

Moreover, the relationship of work-life balance and workers' well-being in terms of work satisfaction, family satisfaction and psychological health had significant relationship. In terms of work-life balance and job performance, there is no significant relationship. Lastly, in terms of workers' well-being and job performance there is a significant relationship.

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# **CONTRIBUTIONS OF WORK-LIFE BALANCE ON THE PERSONAL WELL-BEING AND JOB PERFORMANCE OF FACTORY WORKERS IN SELECTED GARMENTS MANUFACTURING COMPANIES IN CAVITE**

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## **INTRODUCTION**

In an increasingly competitive business environment, workers are being asked to become more productive in order that their organizations can survive and succeed. This increased pressure makes it more difficult for workers to achieve work-life balance. The increasing demand from their job requires employees to be more committed to their work, even after working hours. His productivity depends, not only on factors related to his work, but also on various other factors related to his personal life (personal well-being).

Work-life balance entails attaining balance between professional work and other activities, so that it reduces conflict between personal lives. It enhances efficiency and thus, the productivity of an employee increases. This may result to satisfaction, in both the work and personal lives.