Values of Work, Leisure and Life as Perceived by Malaysian Employees: Does Lifelong Learning Matters?

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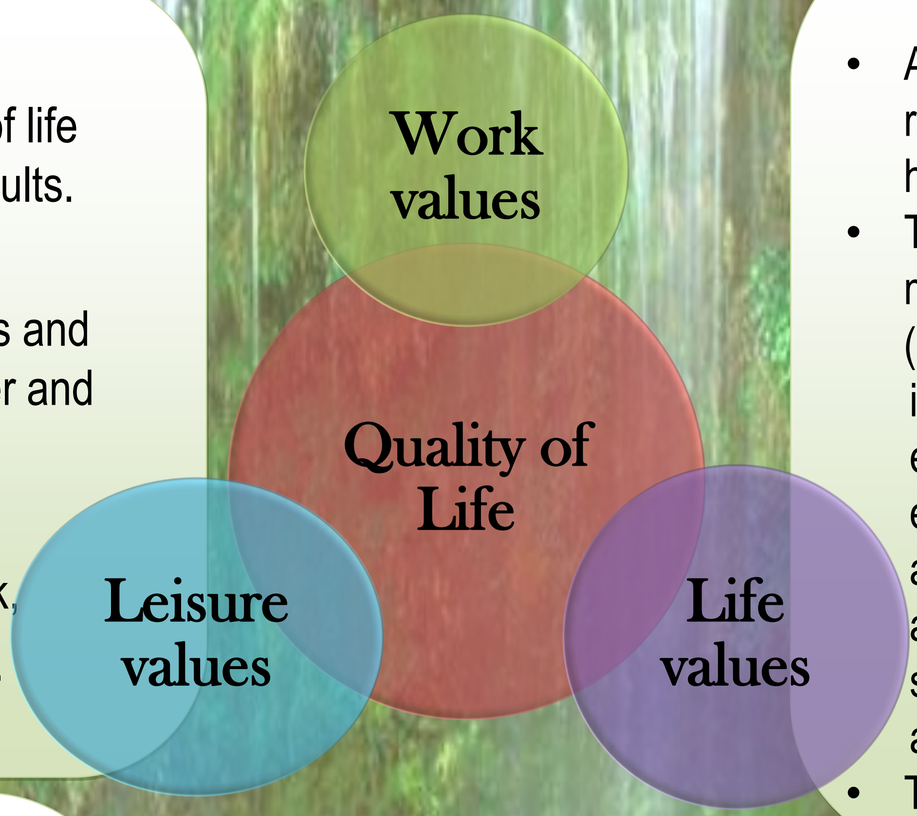
INTRODUCTION

Quality of life is a broad concept which encompasses a broad range of life domains and individual values. According to Felce & Perry (1995), this multidimensional concept is categorized within five dimensions: physical wellbeing, material wellbeing, social wellbeing, emotional wellbeing and development and activity. For the purpose of this study, we categorized those into three main components: work values, life values and leisure based on the main activities of individual in the context of globalization and sustainable living. Lifelong learning is assumed to have a big role in individual development in facing globalization and sustaining a quality of life. The study aims to measure how working adults of public and private organization in Malaysia perceive (value) their work, life and leisure which shows their quality of life.

OBJECTIVES

- To identify life, work, leisure quality of life values among working Malaysian adults.
- To compare life, work, leisure values and quality of life between types of career and education background.
- To identify relationship between work, life, leisure and quality of life values.



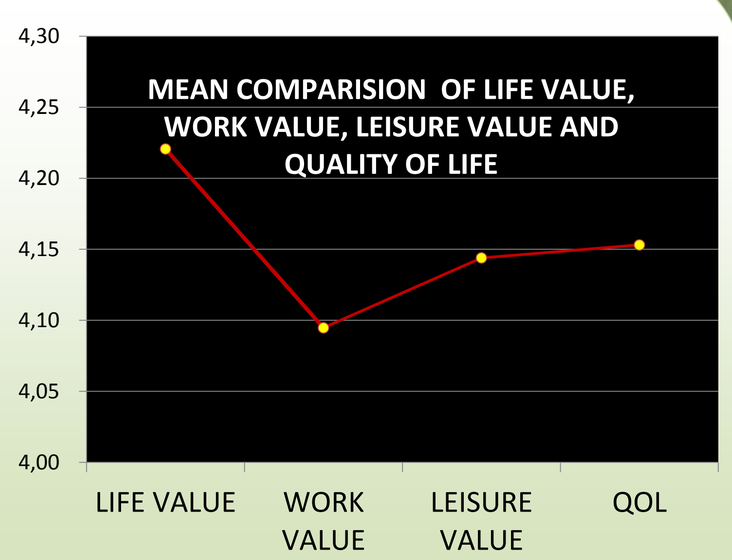
METHODOLOGY

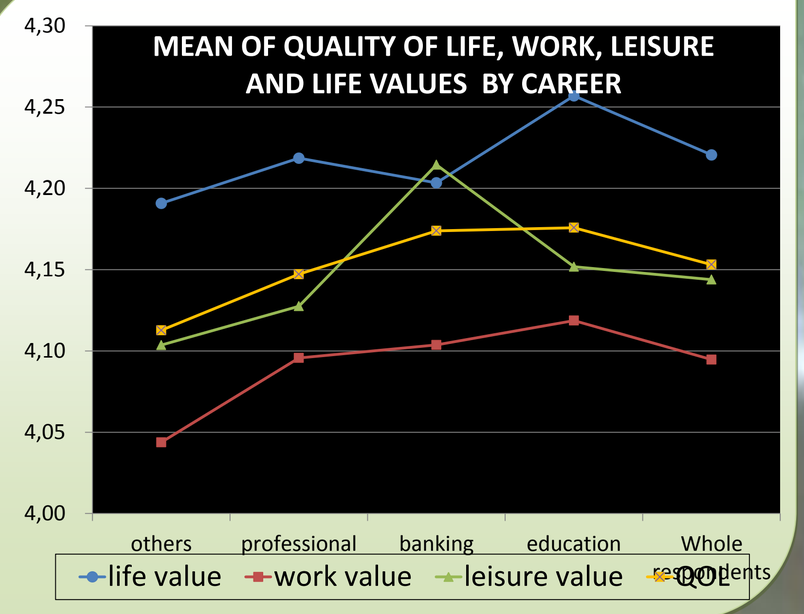
- A survey was administered to 776 respondents from various sectors (education, health, hospitality and finance)
- The questionnaire was developed using three main framework of quality of life: work (professional values, recognition, security, integrity, adaptability); life (family, education, environment, time management, health, economy, spiritual, independent and privacy and leisure values (health, achievement, competitiveness, social, spiritual, belonging, status, interdependency and comfort).
- The 5 points Likert Scale was used.

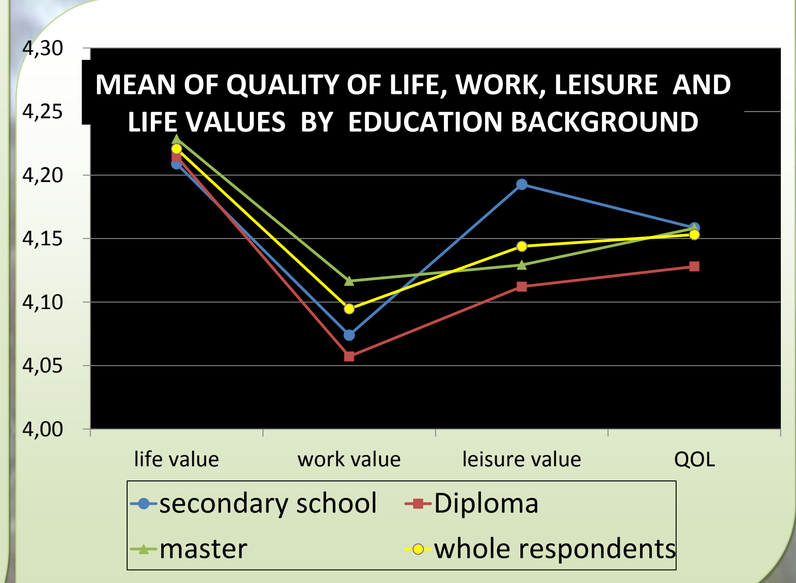
DISCUSSION AND CONCLUSION

The finding shows:

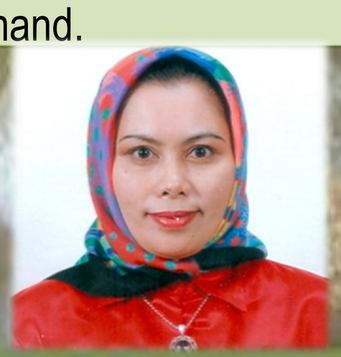
In the overall result, the respondents perceived that they valued more of life and leisure over work. This give the overall quality of life as just above moderate to satisfied. This could be due to the fact that they have full control of their life and leisure but not work. However, between sectors comparison, only employees in finance valued leisure more than life and work. This might be due to the nature of work which is more stressful. Employees with highest education background have the highest perceived quality of life, where they valued all aspects the highest compare to others. Employees of diploma background have quality of life lower than those with secondary school background and they valued work the lowest. The above results and discussion shows that workplace learning and professional development should be employed more rigorously and seriously in order to have more balanced quality of life. Leaders of the organisation should be sensitive to this demand.







	LIFE VALUE	WORK VALUE	QOL
LEISURE VALUE	.674**	.450**	.856**
LIFE VALUE		.574**	.875**
WORK VALUE			.797**



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