

# **Job Performance among Employees Working from Home in Malaysia: Generational and Gender Difference in Perceiving Work-Life Balance and Burnout**

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The Covid-19 pandemic has resulted in an unprecedented work arrangement that has forced many employers to resort to allowing their employees to work from home in order to sustain their business operations. This massive change has upended the work, family, and social life of employees. While working from home arrangement is expected to have met the dual aim to improve employees' work-life balance and employers' needs, past research has found that there was a reduction in productivity and employees' work-life balance experiences were impacted. Drawing on the conservation of resources theory and social exchange theory, this study aims to examine the influence of burnout and work-life balance on the relationship between work from home arrangement and job performance. Generation Y, also known as Millennials, as the emerging workforce is found to be more likely to change jobs with better work-life balance. Cultural beliefs and values may also have impact on social roles based on gender. With the above premises, this study also examines the gender and generational influences on employees' perceptions on work-life balance. Quantitative research method is adopted. Participants who are recruited through purposive sampling via social media platforms are required to respond to online questionnaire. Data collected will be analysed by using SmartPLS software.

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