

## **ABSTRACT**

Today, how to reconcile between the work life and personal commitments is increasingly becomes vital concern for Malaysian employees especially for the female workforce. Hence, taking flexible working arrangements into Malaysia workplace is among one of the way out to better help the employees in managing their work-life demands.

However, in Malaysia, the adoption and facilitation of Flexible Working Arrangement is still being under observed as well as its antecedents and consequences towards employee's positive attitude and behaviour either at individual or organizational level. Hence, this study which involved a total of 189 of respondents was aimed to explores from an employee perspective on how in fact they valued the benefits of Flexible Working Arrangement (Flexitime and Flexplace) as one of the work-life benefits being offered at their workplace, grounded on the norm of reciprocity and social exchange theory. The findings of the study revealed that work-life benefits packages such as Flexible Working Arrangement especially on how the employee perceived the value of the benefits have had a positive correlation with employee's overall organizational commitment which is fully mediated through POS. While, the used of benefits reported a direct relationship towards the organizational commitment. These organizational commitment is also succeed in predict the employee's turnover intention with the organization.