

# **Factors Affecting the Work Life Balance of School Teachers: A Study on Assiraj Maha Vidyalaya Akkaraipattu**

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## **Abstract**

The quality human resources is essential to the organizations' success. Thus, every organization try to enhance quality of its work force. This can be achieve through work life balance. Work-life balance is very important both employees and employers in organizations. Imbalance in work-life will create a lot of problems in terms of life satisfaction and workplace satisfaction. This study, therefore, sought to identify "The factors affecting the work life balance of school teachers: A study on Assiraj Maha Vidyalaya Akkaraipattu". The objective of the study is to assess the factors affecting work life balance, and the purpose of this research is to present an evaluation model. The model analyzed workload, social support, childcare as independent variables and work life balance as dependent variable. The researchers used a structured questionnaire to collect the primary data using population sampling technique from 92 respondents. Statistical tool SPSS 20.0 version was used to analyze the reliability, descriptive statistic, and correlation and regression analyses. According to the results of the analysis, the study revealed that there was a negative relationship between workload and WLB( $r = -0.361$ ), a positive relationship between social support and WLB ( $r = 0.691$ ), and a negative relationship between childcare and WLB( $r = -0.377$ ). The multiple regression analysis revealed that 58.8% variation of WLB explain by workload, social support and childcare jointly. The result of the research will be helpful for all type of employees those who want to know the idea about work life balance.

**Keywords:** workload, social support, childcare, work life balance and school teachers