

FACTORS EFFECTING WORK-FAMILY BALANCE OF PROFESSIONALS IN THE INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS IN THE EASTERN PROVINCE OF SRI LANKA

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ABSTRACT

The objectives of this study are, to identify the critical factors which influence work-family balance of professionals, to examine the relationship between critical factors and work-family balance of professionals, to examine the significant difference between male professionals and female professionals pertaining to work-family balance, to examine relative contribution each independent variables towards work family balance of professionals in INGOs in the Eastern Province of Sri Lanka respectively. Data were possible to collect with 116 respondents. The final sample consisted of sixty-seven (67%) males and thirty (33%) females. Univariate analysis, correlation, multiple regression and independent sample t-test were used to data analysis. The result of the study reveals that time management, nature of the spouse, awareness, organizational support and emotional intelligence are positive and significantly related to work-family balance meantime work stress negative and significantly related to work-family balance. It is also noted that model is significant and 67.4% of variation in work family balance of professionals in the INGOs was explained by the selected variable whereas around 53% (multiple regression-stepwise) of variation in work-family balance is explained by work stress as a major predictor out of six independent variables. Moreover, this research reveals that there is no significant difference between male and female professionals in INGOs with regard WFB. It is concluded that level of work-family balance is moderate level among the professionals in the INGOs in the region and the findings of the research helpful for INGOs and professional in INGOs and government to develop appropriate strategies and programmatic changes which will helpful them to make appropriate critical decision in terms WFB. It is also suggested that rather limiting the survey to INGOs, it would be carried out in respect of testing the research framework for sectors such as private, corporate and Government. Further, future researchers can be conducted to identify intervening and moderating variables which may give effects on the relationship between work stress and WFB.

Keywords: Work Family Balance, International Non-Governmental Organizations and Professionals