

**WORK-LIFE BALANCE OF WOMEN ACADEMICS: A SPECIAL  
REFERENCE TO THE SOUTH EASTERN UNIVERSITY OF SRI  
LANKA**

This study examines the work-life balance of female academics at the South Eastern University of Sri Lanka. To obtain the objective, SWOC analysis and Pearson's chi-squared test were used to find the relationship between internal factors, external factors, and cross-section analysis. This study used work-life balance as an endogenous variable and the size of the family, highest level of education, marital status, income, and age group as independent variables. It was collected from questionnaires and focus group interviews. This study found that marital status, size of family, and income have a significant impact on the work-life balance of women academics at the South Eastern University of Sri Lanka. As well as the influencing factors of work-life balance being a cooperative spouse or family, difficulties in finding time for hobbies or maintaining friendships, a workload that provides reasonable rest time, and having to perform many roles at a given time, this study recommends that flexible working arrangements, conducting training programs, work-family support programs, and proper transport services can improve the work-life balance of women academics at the South Eastern University of Sri Lanka.

**Keywords:** Work-life balance, Women academics, SWOC, Workload

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