

The Impact of Work Life Balance of Female Employees on Job Satisfaction: Special Reference to Leasing Sector of Colombo District

MAA. Apsara and S. Athambawa

Department of Management, South Eastern University

Abstract

Work Life Balance (WLB) is an important topic of human resource management and has become a top priority for workers everywhere. Some organizations trying to attract and retain their valued employees by implementing and managing WLB programs and policies. The purpose of this study is to examine the factors related to work life balance and job satisfaction. It explores the impact of work life balance on job satisfaction in the Leasing sector of Colombo district. This research was designed to investigate the influence of work life balance on female employees' satisfaction to identify good work flexibility arrangements that can lead to job satisfaction, that could help the organizations and employees to achieve a better work life balance and job satisfaction. A self-administered questionnaire was distributed randomly to a sample of 120 full-time employees. work life balance was measured with Child care, Flexible working time, Marital status and Salary & other benefits. Job satisfaction was measured in terms of Organizational culture & environment, Clear goals of the organization, Training & development, Empowerment & learning and Performance appraisal. to achieve the objective of the research, Descriptive analysis, Correlation analysis and Regression analysis were used to analyzed the data. The majority of the respondents were in the age between 31- 40, that was 35% and 45.8% of the respondents were Staff Officers while 40% of employees have between 1 – 5 years of experiences in the organization. Further, it was noted that 66.7% of total sample were married and 50.8% of them have children. The findings show that, Work Life Balance (WLB) is significantly and positively correlated with job satisfaction. The importance of providing good WLB arrangements within an organization is highlighted in the recommendations to improve employees' satisfaction, enhance their performance, and collaboration and hence increase organizational as well as employees' productivity.

Keywords: Work Life Balance, Job Satisfaction, Leasing Sector