

Individual Factors of Work Life Balance and Job Performance; Special Reference to Academic and Administrative Heads of Sri Lankan Universities: Structural Equation Modeling

Sareena Umma Mohamed Abdul Gaffoor ¹

¹ Faculty of Management and Commerce South Eastern University of Sri Lanka

¹ agsareen@seu.ac.lk

Abstract

Purpose: This paper aims to explore the strength of individual work life balance (WLB) factors on job performance (JP).

Design/methodology/approach: A survey strategy was adopted to collect the data by using self-reported questionnaire from the North East universities' academic and administrative heads in Sri Lanka. Out of total 339 samples, 257 utilizable responses were obtained and a vigorous analytical procedure followed.

Findings: The results exposed that, individual WLB factors have considerable influence on JP with the regression weight R^2 of 11%, ($\beta = 0.326$, $p=0.000<0.05$) and supported with the hypothesis of the study.

Practical implications: This study provides helpful imminent and direction for Sri Lankan higher education sector. Further, the result of the study would provide as a guide to the university's academic and administrative heads to improve their performance by using individual factors of WLB.

Research limitations: This research is narrow only to academic and administrative heads of the north east universities in Sri Lanka. Hence, it disregarded other service category of employees in the universities and other organizations as well. Future scholars may consider in extending the study by using different sampling procedures, different factors of WLB, conduct in other service sectors as well as might consider comparative studies too.

Originality value: The study is beneficial for University Grant Commission and ministry of higher education to consider the individual factors of WLB such as personality, time management, well-being, self-esteem, spiritual intelligence and awareness to augment the JP.

Keywords: *Individual factors; work life balance; job performance*