

Work Life Balance and its Individual Level Antecedents: Special Reference to Academic and Administrative Heads of the Universities in Sri Lanka

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ABSTRACT

Purpose: This paper explores the impact of individual work life balance antecedents such as personality wellbeing and time management on work life balance of the North and Eastern province university academic and administrative heads in Sri Lanka.

Design/methodology/approach: The survey method was employed to gather data from the North and Eastern province Universities such as the University of Jaffna, Eastern University, South Eastern University of Sri Lanka and Vavuniya University academic and administrative heads were taken into consideration. The sample size is 339. Of these, 257 were returned (75.8%) and utilized, and a strong analytical process followed.

Findings: The study outcomes show that individual work life balance factors of personality wellbeing and time management have considerable strength in work life balance.

Practical implications: The study offers support and a path for the Sri Lankan higher education segment. Additionally, the study's outcome would facilitate a direction for the university's academic and administrative heads to improve their work life balance by using these individual factors.

Originality value: This study is beneficial for policymakers in higher education to think about the individual aspects such as personality, wellbeing and time management to improve the work life balance of their employees.

Keywords: *Personality; Wellbeing; Time Management; Work-Life Balance; Individual Factors*