

Assessing the Mediating Effect of Work-Life Balance Between Antecedents of Work-Life Balance and Job Performance of Academic and Administrative Heads in the Sri Lankan Universities

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ABSTRACT

Purpose: The current Work-Life Balance (WLB) is the major issue confronted by the employees. This study aimed to find out the impact of the WLB antecedents such as personality, well-being, time management, job stress, organizational support, WLB company practices, family support, child and elderly care, and technology on job performance in the presence of WLB in Academic and Administrative Heads of the Sri Lankan University.

Design/methodology/approach: To achieve this aim, the quantitative method was implemented, and academic and administrative heads from the universities in the North and East provinces were selected. A structured questionnaires were distributed to 371 participants, and 274 responses were received among participants. Further, SPSS-AMOS version 23 was used to analyze the conceptual model through structural equation modeling through the collected data.

Findings: The structural model of the study presented that WLB is a significant mediator between personality, well-being, time management, job stress, and technology with job performance. Also, WLB is not a significant mediator between organizational support, WLB company practices, family support, child and elderly care and job performance.

Practical implications: The findings revealed that the antecedents of WLB such as personality, well-being, time management, job stress and technology are important antecedents of WLB which should be considered by the university administrators.

Originality value: This study novel provides valuable contributions by examining the mediation role of WLB between antecedents of WLB and job performance. This research addresses a leadership cohort to fill a gap in the literature about the influence of WLB on leadership-improved job performance in higher education institutions.

Keywords: *Antecedence of Work-life balance, Job Performance, Work-life balance; Academic and Administrative Heads.*