

Factors Affecting Work-Life Balance of Married Female Employees in the Government Sector: A Study of Gampaha District of Sri Lanka

D.M.S.H. Dissanayake¹ and S.M.D.N. Jayawardane^{2,*}

*Department of Business Management, Faculty of Management Studies,
Rajarata University of Sri Lanka, Mihintale, Sri Lanka^{1,2}*

*Corresponding author: dnjayawardane1994@gmail.com

Abstract

Currently, women are fulfilling the roles of both housewife and employer. Women have more domestic responsibilities than the male party. Achieving an appropriate work-life balance is considered challenging by the majority of women. Therefore, this study aims to investigate the factors affecting the work-life balance of married female employees in the Sri Lankan government sector with special reference to the Gampaha district. Several studies have been conducted on the factors that affect the work-life balance of other industries, but there were limited studies on the factors that affect the work-life balance of married female employees in the government sector in Sri Lanka. Therefore, this study focuses on three selected specific variables that affect the work-life balance of married female employees: individual factors, family factors and organizational factors. This was conducted as a cross-sectional, quantitative field study among a sample of 382 married female employees in the government sector in Gampaha district. The simple random sampling method and standard measurement scale were used to collect and measure primary data, which were developed by using the five-point Likert scale. Descriptive statistics, the Pearson correlation coefficient, and simple linear regression were applied to analyses data by using SPSS. Based on the analysis, the Cronbach's alpha value indicates high internal consistency between all the variables. In related to the correlation analysis, organizational factors ($r=-0.58$), family factors ($r=-0.058$), and individual factors ($r=-0.62$) indicate a negative correlation with the work life balance. Hypotheses were tested using regression analysis, and family factors and individual factors have a significant impact on work life balance except organizational factors ($P>.05$). Further, the model describes 63.5% variance of the work life balance. The results indicate that both individual and family factors have a strong and significant influence on work-life balance. And also, organizational factors not significantly influence on work-life balance. The study suggests developing time management skills, personal health programmes and work-from-home facilities for married female employees in the government sector.

Keywords: family factors, individual factors, organizational factors, work-life balance