

Emotional Intelligence and Work-Related Well-Being with Mediating Role of Work-Life Balance: Evidence from Nurses in Colombo District of Sri Lanka

A.K.A. Wijetunge^{1,*} and U.W.M.R.S. Kappagoda²

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

*Corresponding author: amashiwijethunge@gmail.com

Abstract

In Sri Lanka, nurses frequently face high stress levels, staff shortages, and heavy workloads, all of which can negatively impact their well-being and the quality of patient care. Studying the relationship between emotional intelligence and work-related well-being among nurses in the Colombo District, considering work-life balance as a mediating factor, is the main objective of this study. A structured questionnaire based on recognised measuring scales was used to gather data from 370 nurses who were chosen through stratified random sampling. SPSS was used to analyse the data using mediation and multiple regression methods. The findings indicate a strong and positive connection between emotional intelligence, work-life balance, and work-related well-being, as well as the partial mediation of the relationship between emotional intelligence and work-related well-being by work-life balance. It shows that nurses who have higher emotional intelligence are better at maintaining a balance between both their personal and professional responsibilities, which enhances workplace well-being. The study provides valuable findings for policymakers and healthcare administrators, showing the significance of developing work-life balance and enhancing emotional intelligence with the aim of supporting the nursing profession. Since there is only a inadequate empirical investigations on the mediating role of work-life balance among nurses in Sri Lanka, the study makes a significant contribution to the local healthcare sector.

Keywords: emotional intelligence, nurses, work-life balance, work-related well-being