

**Impact of Work-Family Conflict on Employee Absenteeism:  
With Special Reference to Staff and Worker Level Employees at Noyon  
Lanka (Pvt) Ltd**

Perera, A. P. R. and Sangarandeniya, Y. M. S. W. V.

In the current context, employees face a conflicting situation with their continuing roles as caretakers of their homes, children and elderly parents, while fulfilling their job responsibilities. The greater responsibility at home makes a considerable pressure at their work place and vice versa. Thus the purpose of this study is to examine the impact of Work-Family Conflict on Employee Absenteeism of Staff and Worker level employee who are working in Noyon Lanka (Pvt) Ltd. This study was done using a sample of 50 staff and worker level employee and the data were collected using standard questionnaires for each variable. The study was done as a quantitative study using the survey method and as such analysis was conducted using quantitative data analysis techniques. It was found that the measurement scales met the acceptable standard level of validity and reliability. Correlation analysis and simple regression analysis were used to test the research hypothesis. Study confirmed that work family conflict significantly and positively correlated with Employee Absenteeism. Further, according to the results of the study, Work Family Conflict has explained 26% of variability of Employee Absenteeism. Therefore study concluded that there is a significant impact of work-family conflict on employee absenteeism.

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