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**THE IMPACT OF WORK-FAMILY BALANCE ON JOB SATISFACTION
OF DUAL CAREER COUPLES EMPLOYED IN COMMERCIAL BANKS
IN THE WESTERN PROVINCE OF SRI LANKA**

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Abstract

This study attempts to identify whether the Dual Career Couples in the western province commercial banks in Sri Lanka are satisfied on their job and the effect of Work-Family Balance (WFB) on Job Satisfaction. The banking industry was selected for this study due to its salient features which differentiate it from other industries.

There are 22 Commercial banks in the Country and the population of the study would be all the dual career couples in these 22 banks in the Western Province in Sri Lanka. Under the Stratified Random Sampling method, the 11 Domestic banks were taken in to consideration. Among these 11 banks, only 6 banks were selected for the study based on the Earning per Share criterion. Western Province was selected as the most suitable province for the study to be conducted since it is the financial hub of the country which is equipped with the highest banking density. Details of the dual career employees were obtained through the employee data bases of the respective banks. The sample size was 100. The sample was selected by using stratified random sampling method. Primary data were used for the study. For the purpose of collecting data, an electronic questionnaire was emailed to the sample.

The study was developed on a conceptual framework which consisted with an independent variable of Work – Family Balance and the dependent variable Job Satisfaction.

Simple Percentage Analysis, Mean Value Analysis, Correlation and Analysis Regression analysis were used as the analytical techniques and hypotheses were tested to achieve the objectives of this study. The research results indicate that the Dual Career Couples are satisfied on their job. The highest job satisfaction was on ‘Co – Workers’ and the least was on ‘Compensation’ aspect. It is identified that Work-Family Balance has a strong positive

correlation with the job satisfaction and it has an effect on the Job Satisfaction of these employees who are in dual career relationships

These research findings would facilitate to enhance the understanding on an emerging and prevailing concept like Dual Career Employment. Paying attention to employee related aspects like 'Job Satisfaction' and Work-Family Balance would also be helpful for an organization to compete successfully in this highly competitive organizational setups

Key Words: Dual Career Couples, Job Satisfaction, Work-Family Balance