

## **The Impact of Work-Life Balance on Career Advancement of Executive Level Female Employees in ABC Company**

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The main objective of this study is to find out the impact of work-life balance on the career advancement of executive level women employees in a Sri Lankan Apparel company. This study further emphasized to find out the relationship between work-life balance and women's career advancement, to find out the impact of work-life balance on women's career advancement, finally to provide solutions for balance work-life while advancing their careers. The sample size of the research was 76 executive level female employees who currently work in the ABC Apparel Company and this sample was selected using the simple random sampling method. This is a cross-sectional descriptive study conducted as quantitative research. A standard questionnaire was used to collect primary data. Descriptive statistics, Reliability, Pearson Correlation and Simple Linear Regression were used for analyzing the data and make conclusions. The main limitation of this research was the limited time frame. Findings for the research questions revealed that there is a weak positive relationship between the work-life balance and women's career advancement. Further, there had a 9.5% significant impact of work-life balance on women's career advancement in the ABC Apparel Company and also concluded that there is a 9.5% variation of work-life balance on women's career advancement and the remaining unexplained 90.5% could be due to other factors which are not considered in this study. Finally, the female employee who is working in the ABC Apparel Company has a moderate work-life balance and very high career advancement. Also the researcher recommended in implementing a supportive culture, which provides work-life benefits and opportunities for their female executives while providing proper career paths which they can advance in their career as well.

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