

Does Work Stress of Dual Career Couples in the Public Banking Sector Create Work-Family Conflicts?

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During the past several years, there has been an increase in the number of studies that have examined the impact of the work stress on work-family conflicts of employees. Work-family conflicts, dual-career couples related matters, and public sector HR related problems have been frequently researched individually and the purpose of this study is to bring the separate contexts together and understand what factors matter happening work-family conflicts related to the identified constructs and contexts. Therefore, the current study assesses the impact of work stress on work-family conflicts among dual-career couple bankers who are working for the public sector. The current study was conducted as a cross-sectional study among the sample (n=112) bankers randomly selected from the population (N=1000), the population of the study is public sector bankers who are married and dual-career couples. Primary data were collected through a standard questionnaire distributed via printed papers as a questionnaire survey. The data analysis of the study was done using SPSS 23 version. The tests of regression and correlation have used in order to test the relationship and the impact of the two variables. Based on the results from Pearson correlation analysis, it showed that there is a positive relationship between work stress and work-family conflicts and based on the regression analysis, it showed that work stress has a positive impact on work-family conflicts. Further, the researcher used the chi-square analysis technique to validate the relationship between socio-demographic variables and the work-family conflicts. In conclusion, work stress is one of the critical factors to create work-family conflicts of public sector dual-career banking couples.

Keywords: *Dual-Career Couples, Public Sector Bankers, Work Stress, Work-Family Conflicts*

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