

The Impact of Excessive Work Load on Work Family Facilitation of Executive Level Employees: A Study with Special Reference to ABC Multinational Company in Sri Lanka

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The combination of work and family has become a vital role in today's society. Work-family facilitation plays an important role when discussing this combination. One of the main factor that affecting to work-family facilitation is the excessive workload. Even though there are few researches conducted to test the relationship between these two variables, but there is no even a single study conducted to test the impact of excessive workload on work-family facilitation. Moreover, previous studies have identified gender as a moderator in between these two variables and the moderating effect of gender on this relationship also tested in this study. Thus, the main objective of this study was to identify the impact of excessive workload on work-family facilitation and to determine whether gender moderates the relationship between excessive workload and work-family facilitation. The sample of this study was executive level employees work in one of a leading multinational company in Sri Lanka. The study was quantitative and used the deductive approach. Regression Analysis results indicated that 82% of the variance in work-family facilitation of executive level employees is explained by workload and gender not acted as a moderator on the relationship between workload and work-family facilitation. Results of this study give directions for individuals to choose an appropriate job, for managers: to design family supportive policies and to re-schedule the working conditions of the employees for the betterment of both employer and employee.

Keywords: *Work Family Facilitation, Excessive Work Load, Gender*

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