

## **Impact of Work Life Balance on Turnover Intention of Working Mothers after Pregnancy in Private Banking Sector**

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The impact of work-life balance on working mothers' turnover intention after pregnancy has been well documented, although previous theoretical explanations and empirical it does not match the findings of the relationship. Thereby, the current study examines the impact of work-life balance on working mothers' turnover intention after pregnancy in the banking sector. The study was quantitative, and a field study was followed. Data was collected through a survey study. Convenience sampling technique was applied to select the sample, and the final sample consisted of 105 working mothers from three private banks in Sri Lanka. It was found that there is a significant impact of work-life balance on turnover intention of working mothers after pregnancy. According to the analysis results, work-life balance found to have a negative impact on turnover intention. It was also found that there is a significant moderate negative correlation between work-life balance and turnover intention of working mothers. Organizations should offer flexible work scheduling and focus on implementing work-life balance policies like these help in reducing turnover intention and retain the employees for a more extended period of time in organizations. Further research studies are suggested to determine the impacts of above-mentioned variables and factors by using broad geographical coverage and large samples in cross-industry, which will add more insights to the present study's substance.

**Keywords:** *Banking sector, Pregnancy, Turnover intention, Working mothers, Work-life balance*

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