

Impact of Organizational Culture on Work-Life Balance of Field Officers of Private Commercial Banks of Sri Lanka

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This study aimed to assess the Impact of Organizational Culture on the Work-Life Balance of field officers of the Private Commercial Banking industry of Sri Lanka. This study is carried out as quantitative explanatory research work. Further, the sample was chosen based on simple random sampling technique. This study used a standard questionnaire to collect primary data through a survey. Questionnaires are distributed to a sample size 207 of Field Officers currently working in banks; out of them, 152 were responded. SPSS (Statistical Package for the Social Science) was used to analyze received questionnaires data. To interpret data analyzed and obtain the result charts, descriptive statistical techniques such as mean, mode, standard deviation and histograms, correlation and coefficient, regression analysis and residual analysis were used. To test the relationship between variables, Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on the dependent variable was analyzed using R square value. And it was found to be that there is a significant positive impact of Organizational Culture on Work-Life Balance. Leadership style, sense of loyalty and work environment dimensions of an independent variable. Work-life Balance is a dependent variable of the study. The present study would provide direction to HR policy makers, employees, supervisors, and future researchers.

Keywords: *Organizational Culture, Work-life Balance, Sense of Loyalty, Leadership Style, Work Environment*

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