

**Impact of Emotional Intelligence on Work-life Balance:  
Mediating Effect of Job Satisfaction  
(Study of Female Professionals in Tea Industry)**

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In today's challenging and competitive environment, organizations and institutes are making continuous effort to improve the Work life balance of their employees. The current study initiated to assess the emotional intelligence and job satisfaction on work life balance to the mediating effect of job satisfaction and identify impact and relationship between emotional intelligence, job satisfaction and work life balance of non-executive level female employees in Tea Industry of Sri Lanka. This study followed quantitative approach and cross-sectional field study. The model was tested using the data collected from 58 non-executive level female employees. Results of the analysis revealed that there is a positive relationship between Work Life Balance and emotional intelligence and positive relationship between Job Satisfaction Emotional Intelligence. Furthermore, it supports to increase skills, knowledge and abilities skills, knowledge and abilities of their employees. The present study could facilitate and provide a guideline to consider implementation of practical applications regarding enhancing the Emotional Intelligence and Job Satisfaction. Findings of the study have the potential of practical implication for managers and employees alike where they can increase work life balance level in tea industry through highly emotional intelligence and job satisfaction. In a conclusion, the current study concludes by declaring that emotional intelligence and job satisfaction positively impact to the work life balance. Managers should focus more on Work Life Balance of the employees and implementing the Emotional Intelligence and Job Satisfaction of the organization enhancing the employees Work Life Balance in Tea Industry. Therefore, Management should focus more on Work Life Balance of the employees and implementing the Emotional Intelligence and Job Satisfaction of the organization enhancing the employees Work Life Balance in Tea Industry.

**Keywords:** *Work Life Balance, Job Satisfaction, Emotional Intelligence, Tea Industry Female Employees*

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