

Impact of Health & Safety Concerns and Perceived Job Risk Towards Employees' Work Life Balance During COVID-19 Pandemic: A Study Related to a Commercial Bank in the Western Province of Sri Lanka

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This study attempts to examine the impact of health & safety concerns and perceived job risk towards work life balance of managerial employees of a private sector commercial bank in Sri Lanka. This study is done based on Sri Lankan context facts and compared with literature based on other countries. Under COVID-19 pandemic situation due to risk of contracting corona virus there was a lack of attendance of employees and attendance rate had dropped about to 50%. The study was quantitative and cross-sectional field study. The researcher used standard measurement scale to gather primary data through a survey and convenience sampling technique was applied to select sample size. The questionnaire is distributed among managerial employees that currently working in the selected bank headquarters. Through this study workplace health and safety training, perception risk of COVID-19, behavioral safety compliance and perceived job insecurity is act as independent variables. Work life balance act as the dependent variable. In accord with SPSS output, as overall result of correlation was found to be that there is a significant positive correlation among workplace health and safety training, perception risk of COVID-19, behavioral safety compliance and perceived job insecurity with work life balance. As reported by results of the analysis, according to the new normal situation in Sri Lanka with COVID-19, the organization should be more encouraged to follow healthy guidelines within the organization and as well as outside of the organization and should offer more flexible work schedules for balancing work life and family life. Further, it recommends creating good balance between their family and work by minimizing health concerns.

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