

Impact of Emotional Intelligence on Work-life Balance: Study of Non-Executive Clinical Employees at ABC Hospitals

Nadaraja, R.¹ and Harshani, M. D. R.²

The purpose of this research is to identify the impact of Emotional Intelligence on Work-life Balance of Non-Executive Clinical Employees at ABC Hospitals. In addition to that, this study intends to contribute to fill the knowledge gap by looking into the relationship between Emotional Intelligence and Work-life Balance. Although the between Emotional Intelligence and Work-life Balance established in western literature, few studies have examined these with employee work-life balance in the Sri Lankan context, especially in the service industry and in non-executive positions. This study explored the relationship and examined the influence of those variables among non-executive level employees who work in a service Company in Sri Lanka. This research is a deductive (theory –testing) research. This research was conducted using survey research strategy and quantitative research method. Non-Executive clinical level employees of ABC Hospitals were chosen as the population of the study. A Simple random sampling technique was used calculate the sample size. Accordingly, sample size was 155 observations and used primary data as data source, data collection was done through a self-administered printed questionnaire. A printed form was created and distributed to collect data. The number of employees who responded was 155 among 160 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as the data analysis tool for data analysis, and both descriptive and inferential statistics, namely correlation and regression, were used to analyze data. The results indicate that emotional intelligence has significant direct effects on employee work-life balance. It can be concluded that self-management is the most impacted dimension of emotional intelligence in determining employee work-life balance.

Keywords: *Emotional Intelligence, Work-life Balance, Self-Awareness, Self-Management, Self-Motivation, Empathy, Social skills*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [reshininadaraja98@gmail.com]

² Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [rasikah@kln.ac.lk]