

Impact of Work Life Balance on Employees' Job Satisfaction: A Study of Executive Level Employees in a Leading Telecommunication Company in Sri Lanka

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The purpose of this research is to identify the impact of Work Life Balance on Employees' Job Satisfaction in a Leading Telecommunication Company in Sri Lanka. In addition to that, this study intends to contribute to filling the knowledge gap by looking into the relationship between work life balance and employees' job satisfaction. Although the relationship and impact between work life balance and employees' job satisfaction are established in western literature and very few studies have examined these with employee job satisfaction in the Sri Lankan context, especially in the telecommunication industry and in executive level positions. This study explored the impact of those variables among executive level employees who work in a leading telecommunication company in Sri Lanka. This research is deductive research. This research was conducted using a survey research strategy and quantitative research method. Executive level employees of ABC Company were chosen as the population of the study. Simple random sampling was used as a sampling technique for this study, and the Morgan table was used to calculate the sample size. Accordingly, the sample size was 130 observations and used primary data as the data source, data collection was done through a standard questionnaire, and a Google form was created and distributed to collect data. The number of employees who responded was 121 among 130 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyse data. The results indicate that work life balance has a significant impact on job satisfaction.

Keywords: *Job satisfaction, Work life balance, flexible working arrangements, job sharing, employee breaks, employee assistance programs*

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