

## **Relationship between Work Family Conflict and Organizational Citizenship Behavior: Study of Executive Employees in ABC Bank Branches in Colombo District**

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This research was conducted to investigate a relationship between work-family conflict and organizational citizenship behavior of executive employees in ABC bank branches in Colombo district? Further, as a supportive criterion, five main variables have been identified as the sub parts of the organizational citizenship behaviour namely, conscientiousness/ courtesy/ altruism/ civic virtue/ sportsmanship. The survey method was used for the study. The study has been moved with a quantitative approach as an explanatory study. Initially, it used descriptive analysis to present the demographic characteristics of the respondents, and further researcher utilized inferential analysis to obtain the answers for the research questions. Hypotheses were formulated based on the nature of the relationship to be prevailed between work-family conflict and organizational citizenship behaviour of executive employees in ABC bank branches in Colombo district. There was a significant negative relationship between work-family conflict and organizational citizenship behaviour. Accordingly, managers of the banks can get good performance and loyalty from the executive employees by identifying work-family conflicts. Therefore, this study is beneficial to banks to achieve higher achievements and a loyal and effective workforce.

***Keywords:*** *Work Family Conflict, Organizational Citizenship Behavior, Conscientiousness, Courtesy, Altruism, Civic Virtue, Sportsmanship*

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