

Impact of Flexible Working Arrangements on Organizational Commitment: with the mediating role of Work Life Balance

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Glove manufacturing industry holds an important place in Sri Lanka's exporting industry and provides more than 5% of the global demand for a range of gloves. It is important to consider about employee commitment because employees who are well committed to the organization are remaining with the company and others are not continuing long time with the organization. With the current situation of the country, organizations have not been able to achieve the expected commitment from their employees. So, nowadays companies paying more attention about their employees and tending towards flexibility of employees working. Flexibility become as a major concept in current workforce, and it will lead to managing employee work and life responsibilities and important to performing both roles into their expected level. Therefore, this study is conducted to assess the impact flexible working arrangements on organizational commitment with the mediating role of work life balance of executive and above employees in the glove manufacturing industry in the Colombo district, Sri Lanka. This was carried out as a cross-sectional field study among a sample of 163 executive and above employees in the glove manufacturing industry in the Colombo district, Sri Lanka. Simple random sampling was applied, and the primary data was collected through a standard questionnaire as google form via online mode through survey. The collected data were analyzed with the support of the SPSS through simple linear regression, and descriptive statistics. Further, flexible working arrangements act as the independent variable, organizational commitment acts as the dependent variable, and work life balance acts as the mediating variable. As the result, researcher found that there is a significant impact of flexible working arrangements on organizational commitment, there is a significant impact of flexible working arrangements on work life balance and there is a significant impact of work life balance on organizational commitment. Further, work life balance is significantly mediating the relationship between flexible working arrangements on organizational commitment. It is recommended to take necessary actions to implement the flexible working arrangements in glove manufacturing organizations to improve employee work life balance and organizational commitment.

Keywords: *Glove Manufacturing Industry, Flexible Working Arrangements, Organizational Commitment, Work Life Balance*

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