

## **Impact of Flexible Work Arrangements on Work-Life Balance of Non-Clinical Employees in an ABC Private Hospital, Sri Lanka**

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Work life balance is best viewed as a state of people life that helps to attainment of satisfaction in working life and personal life. Flexible working arrangements are a prevalent practice in organizations where employees have the autonomy to determine when and where they fulfill their work obligations. Although the direct effect of Flexible working arrangements on work-life balance is well-documented, previous empirical findings of the relationship have been inconsistent. Further, little is known about its impacts on employee work-life balance. Thereby, current studies attempt to examine the effect of Flexible working arrangements on work-life balance in the ABC Private Hospital of Sri Lanka. In this research mainly. The researcher tried to find out how flexible working arrangements affect the work-life balance of non-clinical employees. The data for this research was collected from ABC Private Hospital in the Colombo district. The study was quantitative, and a cross-sectional survey design was followed. Flexible working arrangement is the independent variable, while the dependent variable is work-life balance. Primary data was collected through a structured questionnaire to conduct this research. The questionnaire was designed to measure the two variables: Flexible working arrangement and work-life balance of non-clinical level employees. A simple random sampling technique was applied to select the sample, and the final sample consisted of 175 non-clinical level employees of ABC Private Hospital of Sri Lanka. Data was analysed using correlation and regression with the aid of SPSS and Excel.

It was found that flexible working arrangements significantly impact work-life balance. Further, there is a significant relationship between Flexible working arrangements and work-life balance. Finally, it is concluded that Flexible working arrangements are important antecedents to balancing work and life. It is suggested that managers establish a flexible working arrangement-based intervention in the organization. Hence, it was recommended that hospitals should consider the employee's work-life balance and flexible working arrangements to increase the efficiency level of non-clinical level employees.

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