

6.8 Impact of family friendly policies on work life balance of bank managers in Gampaha district

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ABSTRACT

Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. Discussions of work and family policies, work-life balance and family-friendly workplaces or similar terms are now a commonplace in both the academic and popular press. Even though work-life balance is an intuitively appealing concept, it is one that has not been clearly explored. Therefore there is a need to identify the factors which have an impact on work life balance. As a small contribution to that need, this study examined the impact of family friendly policies on work life balance of Bank managers in Gampaha District. The independent variable was family friendly policies and dependent variable was work life balance. Sample size was 100 managers who are managers of banks located at Gampaha district. The primary data were collected by using simple random sampling. The validity and the reliability of the instruments were tested by using appropriate methods. The type of this study is hypothesis testing (predictive) and it was conducted in the natural setting with less interference of the researcher (non-contrived). The study is a cross-sectional in time. The unit of analysis was at individual level. A questionnaire developed by the researchers was used to collect the data for the study. To test the hypotheses, Correlation Analysis and Regression Analysis were used. Findings of the study revealed that family friendly policies positively and significantly affect on Work Life Balance of bank managers in Gampaha district. Therefore it can be concluded that family friendly policies can be used to enhance the work-life balance of Bank managers in Gampaha District.

Key words: Family Friendly Policies, Work Life Balance, Bank Managers