

**ORGANIZATIONAL AND INDIVIDUAL FACTORS  
AFFECTING WORK LIFE BALANCE OF  
MANAGERS IN COLOMBO DISTRICT, SRI LANKA**

**By**

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**Thesis submitted to the University of Sri Jayewardenepura  
for the award of the Degree of Master of Science in Management**

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## CANDIDATE'S DECLARATION

The work described in this thesis was carried out by me under the supervision of Professor H H D N P Opatha, Department of Human Resource Management of the University of Sri Jayewardenepura, and a report on this has not been submitted in whole or in part to any university or any other institution for another Degree.

A handwritten signature in blue ink, appearing to read 'A. N. Ediriweera', written over a horizontal dotted line.

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## SUPERVISOR'S DECLARATION

I certify that the above statement made by the candidate is true and that this thesis is suitable for submission to the University of Sri Jayewardenepura for the purpose of evaluation.



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# **ORGANIZATIONAL AND INDIVIDUAL FACTORS AFFECTING WORK LIFE BALANCE OF MANAGERS IN COLOMBO DISTRICT, SRI LANKA**

**Amali Nisansala Ediriweera (GS/M.Sc/MGT 2950/06)**

## **ABSTRACT**

This study examined “Organizational and Individual Factors Affecting Work Life Balance of Managers in Colombo District, Sri Lanka”. The objectives of the study were to identify organizational factors affecting Work Life Balance of managers working in Colombo, Sri Lanka and to identify individual factors affecting Work Life Balance of managers working in Colombo, Sri Lanka. To achieve these objectives eight hypotheses were developed and tested. Based on the literature review, two organizational factors (Demand and Culture of Work and Demand and Culture of home) and six individual factors (Age, Gender, Education, Occupational Class, Personality, and Energy) were selected. The dependent variable of the study was Work Life Balance. Conceptual framework was based on the model presented by David E Guest (2002). The validity and the reliability of the instruments were tested by using appropriate methods. The type of this study is hypothesis testing and it was conducted in the natural setting with less interference of the researcher (non-contrived). The study is a cross-sectional in time and the primary data were collected by using convenient, judgmental and quota sampling and sample size was 162 managers who are working in Colombo. The unit of analysis was at individual level. To test the hypotheses,

correlation analysis, simple regression analysis, and multiple regression analysis tests were performed. Findings of the study reveal that both variables of the organizational factors positively and significantly affect on Work Life Balance of managers. Among them demand and culture of home has stronger impact than demand and culture of work. From the six variables of individual factors, occupational class and age of managers have negative relationship with Work Life Balance. At the bivariate analysis, other than age, rest of the individual factors had significant impact on Work Life Balance.

Further, it should be noted that only 51% (Adjusted R Square) of the variance of Work Life Balance has been explained by the variables of model considered by the researcher. There are other factors which explain 49% of Work Life Balance that must be taken into account simultaneously to yield better results.

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