

**A Study on the Attitude of Civil Non-Executive Staff About the Work-Life Balance in the Military:
With Special Reference to Sri Lanka Air Force Base Katunayake**

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Work-life balance has been a topic frequented in the modern social and business environments mainly due to the fact that many organizations have now decided to shift from physical asset maintenance to human asset up-liftmen. Therefore, analyzing how a balanced human being can be more efficient than a normal employee has brought about vast changes in many business policies. Military however, is an industry that has its own set of rules with a work-environment that is unique entirely to them. Although military men are equipped to handle the work pressure that comes with the job description, the plight of most civil, non-executive employees are being grossly underrated. This study aims at examining the attitude of civil non-executive staff regarding the work-life balance in the military with special reference to Sri Lanka Air Force Base Katunayake. For this purpose a sample of 50 civil non-executive employees were selected at random and data was collected using a semi-structured questionnaire. The data is statistically analyzed with the help of ordinal regression logic analysis model. It concludes that job satisfaction and job involvement has a significant influence over an individual's ability to balance work and life.

Keywords: *Job Satisfaction, Job Involvement, Work-Life Balance*

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