

Determinants of Work Family Conflicts of Dual Career Married Couples in Sri Lanka

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The main purpose of this study is to identify the key factors determining the work family conflicts and the level of impact of them on work family conflicts of dual career married couples in Sri Lanka,. The factors to determine this level of relationship had been identified in line with several research objectives derived from previous literature on personality factors, Spousal Support and Organizational Support. The hypotheses of the study suggested a linear positive relationship of organizational support (IV) on work family conflict (DV) whilst the spousal support (MV) moderated the relationship despite the personality attribute of each individual. However, it has been assumed that the personality factor (CV) controls the relationship of IV, DV, and MV and vice versa.

For this descriptive study primary data were collected through a structured questionnaire. 83 valid responses were considered for the final analysis. The causality was tested using the Pearson correlation tests, and the level of impact of all the relationship had been tested using chi-square test, logistic regression test including the controlling impact analysis. Findings revealed that Organizational support, Spousal support and the Personality type of the respondents are major determinants of work-life conflicts and have significant impact on work-life conflicts among dual career married couples in Sri Lanka.

Keywords: *Organizational Support, Spousal Support, Work Family Conflicts, Personality, Dual Career Couples*

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