

The Impact of Employee Training on Work-Life Balance: Mediating Role of Motivation
(A Study of ‘Above Executive Level Employees’ in Macworld Organization (Pvt) Ltd)

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In the fast-moving corporate world, the balance between personal life and work is a major concern to employees. Among other strategies, organizations use employee training to cope with this issue. The purpose of this study is to identify the impact employee training has on employee work-life balance while applying motivation as a mediator. This study supplements literature on work-life balance and aids organizations to manage work-life imbalance issues practically. A quantitative study by nature, as a longitude survey design was followed in this study, primary data was collected at two points of time through a structured questionnaire. The questionnaire was distributed before and after a training program the person who participated in the training program and the person who non-participated the training program. Random sample technique was used to select a sample of 108 employees from a population of 136 employees at Macworld Organization (Pvt) Ltd. Differ-In-Difference Estimator was used as a tool. The study faced limitations such as the fact that the population selected for the research is too narrow and lacks the knowledge and relevant resources. Based on the findings it was statistically proved that even though a positive impact and relationship existed between training and motivation, no significant impact or relationship existed between training and work-life balance nor between motivation and work life. Nevertheless, the Difference-In-Difference Estimator test showed a reduction in work-life balance before and after the training program. The provision of equal training opportunities and the adoption of innovative and flexible work hour strategies are recommended.

Keywords: *Employee Training, Employee Work-life Balance, Employee Motivation*

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