

**Affective Commitment:
The Role of Work Life Balance and Organizational Pride
(With Special Reference to XYZ Glove Manufacturing Company in Sri Lanka)**

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The current study tested the impact of work life balance (WLB) and organizational pride on affective commitment. Even though many determinants of affective commitment and WLB have been extensively researched, the impact of organizational pride on these main variables were not greatly visible especially in terms of Sri Lankan context. Hence the main purpose of this research was to identify the impact of WLB on affective commitment by exploring the mediating mechanism of organizational pride. The current study is a cross sectional study comprising a sample of 134 junior executive and above level employees. The data were gathered using simple random sampling technique in XYZ Company. Primary data collected through a standard questionnaire distributed via google doc. and paper and pencil surveys. SPSS version 23 was incorporated for data analysis. The hypotheses were analyzed using the Pearson correlation coefficient, linear regression analysis.

Findings revealed that WLB has a significant positive impact on affective commitment as well as organizational pride. Further, it was revealed that organizational pride has a significant impact on affective commitment of junior executive and above level employees in XYZ Company. Apart from that, organizational pride partially mediated the relationship between WLB and affective commitment. Thus all hypotheses were accepted. Organizational pride not previously research in collaboration with other variables. Hence, researchers recommended that to uplift the organizational pride would have a greater impact on creating the relationship between WLB and affective commitment.

Keywords: *Work Life Balance, Organizational Pride, Affective Commitment, Junior Executive and above Level Employees*

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