

Impact of ‘Adoption to Shift-work’ on Work-Life Balance of Operational Level Employees of Glove Manufacturing Industry in Sri Lanka

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This study was initiated with the primary objective of assessing the impact of adoption to shift work on the work-life balance of operational level employees of the glove manufacturing industry in Sri Lanka. The researcher attempted to answer a problem that is concerned with filling a contextual gap in empirical knowledge and theoretical comprehension. The deductive approach was predominantly applied for the study, which is mainly an explanatory one. Therefore, the study was carried out as a cross-sectional and quantitative field study. Data was collected through a standard questionnaire using the convenience sampling technique due to the population is unknown. The sample consisted of 101 operational level employees from two glove manufacturing companies located in Kaluthara and Gampaha Districts, Sri Lanka. It is found that adoption to shift work has a significant positive relationship and impact with the work-life balance of operational level employees. Hence, adoption to shift work can be identified as a significant factor in the work-life balance of operational level employees. Therefore, it is recommended that employee adoption levels be encouraged and improved through shift work lifestyle training. Further, arranging shift work, considering shift life balance model will cause to increase their levels of adoption to shift work and work-life balance. Additionally, cross-validation of the findings of this study can be undertaken in different industries. It is recommended to use a bigger study sample for future research studies, as it will hopefully add more insights to the present study's substance.

Keywords: *Adoption to Shift Work, Glove Manufacturing Industry, Operational Level Employees, Work-life Balance*

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