

## **Impact of Work-Life Balance on Employee Psychological Well-Being**

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Work-life balance is one of the challenges facing many business organizations today. For many organizations, work-life balance has become a concern because the Work-Life Balance hits positively in various ways for the company. This study aimed to identify the impact of work-life balance on psychological well-being in a leading apparel organization in Sri Lanka. Simple random sampling was used to select the sample from the population. The Standard questionnaire was used to collect data from a sample of 118 to executive and above level employees in a leading apparel organization in Sri Lanka. Regression and Correlation analysis was performed using SPSS version 23.0 to test the research hypothesis of the study. The findings revealed that a significant positive impact of work-life balance, work interference with personal life, personal life interference with work and work/personal life enhancement on the psychological well-being of executive and above level employees in a leading apparel organization in Sri Lanka. This study also helped expand the understanding of the impact of work-life balance on psychological well-being in the apparel sector. Further, it is expected that the current study model will benefit several other apparel organizations in designing their work-life balance.

**Keywords:** *Apparel organization employees, Psychological well-being, Work-life balance*

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