

Abstract

The nurses play a crucial role in the government hospital and their commitment and the work life balance seem to have a greater impact in order to ensure quality of health sector in the country. The main emphases of the study are to figure out the factors affect to the Work Life Balance (WLB) and to examine the Work Life Balance influence on working Commitment among the nursing professionals. The study conducted using primary data gathered focusing government hospitals in Colombo area. The questionnaires were distributed among nurses working in the selected three hospitals in Colombo district. Participants are asked to complete structural questionnaires which were developed to measure demographic factors and research variables. Hundred and five competed questionnaires returned from respondents. Descriptive statistics and correlation analysis and regression were utilized to data analysis.

The study has examined eight independent variables which affect to the Work Life Balance and it was found the working environment, work stress, financial encouragement and family & life factors have greater impact to the work life balance. Here, multiple regression model was used to find out the independent variables out of eight variables which affect to the Work Life Balance and it was found the among the independent variables the working environment, work stress, financial encouragement and family & life factors have greater impact to the Work Life Balance. Here, it reveals that the four independent variables have statistically significant impact to the WLB. As such variables remain significant in terms of WLB among the nursing profession in Sri Lankan context.

Public sector still plays a vibrant role in every country. If public sector employees are not satisfied with their motives, employee performance will deteriorate and inefficiency will be increased. It may also be a part of grievances, low productivity, disciplinary problems and other organization difficulties. As such, the next focus is to measure the relationship among WLB and level of working commitment based on the same sample selected. Organizational commitment was measured with 20 statements. Having undergone a correlation analysis, here it is noted that Work life balance and working commitment have strong positive relationship under analysis of total scored gathered. In this context, it can be concluded that the proper WLB will lead to high working commitment and vice versa. As such, it is witnessed that better WLB will definitely have highly committed nursing professionals which also leads to enhance the quality of health service in the country.

Key Words: Work Life Balance, Organizational Commitment, Work Load, Job Autonomy, Work Stress, Working Environment, Nurses.