

Impact of Positive Work-Home Interaction on Work Engagement of Female Executives

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Work engagement is very vital to the organization to be successful in the changing business environment. Positive work-home interaction is considered as a major factor which influences women's work engagement. Even though, many studies conducted to examine the impact of positive work-home interaction on women's work engagement using different mediators and moderators in the western context. Thus, the purpose of the study is to examine the impact of positive work-home interaction on work engagement of executive level female employees in one of a leading apparel company in Gampaha district, Sri Lanka. In this study, the researcher collected data from 113 executive level females at one point in time. Thus, the nature of the study is a cross sectional. To attain this research objective, based upon conservation of resources theory, the researchers developed three hypotheses and a standard questionnaire used to collect data. The data were analyzed with the support of SPSS encoding descriptive statistics, correlation and regression. The results of this study showed that there is a significant impact of positive work-home interaction on work engagement. More specifically, the results showed that, there is a significant impact of work-home facilitation on work engagement, and there is a significant impact of home-work facilitation on work engagement. Overall, the findings of this study contribute to the work-family literature and the results provide implications to decision makers of apparel industry to enhance their work engagement through positive work-home interactions. The scope of the study is limited to one organization and female executive level employees.

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