

## **Influence of Work-Family Conflicts on Organizational Commitment of Operational Level Female Employees in Tea Manufacturing Companies in Sri Lanka**

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Work-family conflict is a form of inter-role conflict in which work, and family demands are mutually incompatible; meeting the demands of both domains is difficult. Commitment implies an intention to persist during action. Hence, organizations often try to foster commitment in their operational level female employees to achieve stability and reduce costly turnover. The present study empirically evaluated three work-family conflict dimensions: time-based, strain-based, and behavioral-based conflict. This study considered three dimensions of dependent variables. That is affective commitment, normative commitment and continuances commitment. The study's objective was to identify the influence of work-family conflict on the organizational commitment among operational level female employees in tea manufacturing companies in Sri Lanka. The sample consisted of 123 operational level female employees, and printout questionnaires were used to collect data. SPSS (Statistical Package for the Social Sciences) was used to examine the data from the questionnaires. When work-family conflicts and organizational commitment are considered, the research reveals a moderately negative relationship between work-family conflicts and organizational commitment. Further, it reveals that work-family enrichment is a current need for the female employees of the tea industry in Sri Lanka. The findings are discussed in line with the existing literature, while the study recommends effective organizational policies and practices to improve and encourage organizational commitment.

**Keywords:** *Work-family Conflict, Organizational Commitment, Operational Level Female Employees*

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