

## **Work-Family Enrichment and Work-Family Conflict on Turnover Intention**

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Both negative (work-family conflict) and positive (work-family enrichment) spillover are caused by having multiple responsibilities at work and home, and they have an impact on how effectively employees perform at work and in their family life. This has led to more research on the link between work and family. Work-family relationships have two components: work-family enrichment and work-family conflict, which have different outcomes. In light of this, this study examined the combined impact of work-family conflict and enrichment on turnover intention among ABC bank workers in Sabaragamuwa Province, Sri Lanka. Self-administered questionnaires were utilised to gather data, measuring the enrichment and conflict of work-family relationships. The study uses a single source of data and a cross-sectional strategy. A simple random sampling methodology was used to collect data from 115 valid questionnaires. Using the Pearson correlation coefficient and linear regression analysis, the hypotheses were tested. According to the findings, the present study delivers an indication that simultaneous experience of lowered work–family conflict and higher enriched experiences at the workplace will offer tangible benefits and long-standing yields to the organizations, in the form of decreased intentions to quit the organization, with particular emphasis on the matching-domain hypothesis of work–family research. The implications of these results for theory and practice are also discussed. As a result, it is suggested that it is essential to pay management concentration on improving work-family enrichment because this appears to be connected to decreased turnover intention. This study contributes to work-family literature by addressing the relationship between work-family enrichment and professional-related outcomes.

**Keywords:** *Work-Family Enrichment, Work-Family Conflict, Turnover Intention, Organizational performance.*

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