

## **Impact of Work Life Balance on Turnover Intention: A Study of Sewing Machine Operators in A Leading Apparel Manufacturing Organization in Sri Lanka**

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This study aims to examine the impact of work-life balance on turnover intention among sewing machine operators in leading apparel manufacturing organizations in Sri Lanka. This quantitative research followed a deductive research approach while using a survey strategy. A simple sampling technique was used to collect the sample. Accordingly, data collection was done using a self-administered standard questionnaire from 114 sewing machine operators. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and regression was used to analyze data. The results have shown that work-life balance has a significant direct impact on turnover intention. Work interference with personal life has a significant positive effect on turnover intention. Personal life interference with work has a significant positive effect on turnover intention. Work-personal life enhancement has a significant negative effect on turnover intention. This study has many practical and theoretical implications for practitioners and scholars.

***Keywords:*** *Turnover intention, Work life balance, Work interference with personal Life, Personal life interference with work, Work personal life enhancement.*

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