

Impact of Work-life Balance on Happiness with Mediating Effect of Work Stress: Evidence from Hotline Maintenance Employees Related to Power Sector Organizations in Sri Lanka

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Maintaining hotlines is crucial to employees who works in power sector organizations. This research study therefore aimed to investigate the empirical gap related to work-life balance and happiness of hotline maintenance workers with mediating effect of their work stress. Based on survey research design, we collected data from 235 employees using a questionnaire and analyzed. Study results indicate that work-life balance positively impacts on employee happiness and negatively impact on work stress. Further, work stress has a negative impact on employee happiness. Finally, the results revealed that work stress negatively mediates the relationship between work-life balance and happiness of hotline maintenance workers. The findings provide employees of power sector organizations with valuable recommendations and directions on managing employee work-life balance, happiness, and work stress.

Keywords: *Happiness, Hotline Maintenance Employees, Work-Life Balance, Work Stress*

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