

## **Factors Affect to Work Life Balance of Female Employees in Medium Scaled Apparel Sector Sri Lanka**

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The purpose of this research is to identify the factors affect to work life balance of female employees in medium scaled apparel sector Sri Lanka. This study intends to contribute to filling the knowledge gap by looking into the relationship between factors affect to WLB and work life balance. As per the investigations done in literature review, most of the researches are done in global context. In the Sri Lankan context there are no enough studies that had been done on this area. This study explored the relationship and examined the influence of supportive work environment, poor family and work supportive system, work overload, burdened roles/ job sharing and ineffective WLB policy on Work Life Balance of female employees in medium scaled apparel sector Sri Lanka. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. Married women in medium scaled apparel sector were chosen as the population of the study. The sample size was 152, data collection was done through a standard questionnaire and simple random sampling technique. A hard copy of standard questionnaire was created and distributed to collect data. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that there is a significant positive relationship between the supportive work environment and the work-life balance of female employees in the medium scaled apparel sector of Sri Lanka and there is a significant negative relationship between the poor family/work supportive system, work overload, burdened roles/ job sharing, ineffective WLB policy on Work Life Balance of female employees in the medium scaled apparel sector of Sri Lanka.

**Keywords:** *Work Life Balance, Supportive Work Environment, Poor Family/Work Supportive System, Work Overload, Burdened Roles/ Job Sharing, Ineffective WLB Policy*

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