

The Relationship between Work Life Balance and Employee Engagement of Executives in ABC Manufacturing Company: Special Reference to ABC Aluminum Manufacturing Company in Sri Lanka

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Work life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life. Work life balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction and results of that employee engagement also enhance in both the professional and personal lives. This study attempts to identify the relationship between work life balance and employee engagement of executive employees in ABC manufacturing company, Sri Lanka. Data were collected from 137 executive employees in ABC manufacturing company, Sri Lanka. Data were collected through a structured questionnaire using an online survey, designed as a Google Form. And also used simple random sampling technique. Cronbach alpha was used to test the reliability of the instrument. Also Correlation analysis was used to measure the relationship and to test the advanced hypotheses of the study by using Statistical Package for Social Sciences (SPSS 23). The analyzed results show that there is a strong positive relationship between work life balance and employee engagement of executive employees in ABC manufacturing company, Sri Lanka. Furthermore, this study is a move for organizational management to make necessary actions to create engaged employees within the organization. It will lead to more productive, effective and decrease the high absenteeism and turnover within the organization.

Keywords: *Employee Engagement, Work Life Balance*

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