

IMPACT OF WORK-LIFE BALANCE PRACTICES ON WORKPLACE PERFORMANCE IN MANUFACTURING INDUSTRY

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Today business environment is rapidly changing. So, Organizations have to adapt to new trends, new technology, and new business concepts. Among many concepts, work life balance has become one of the key issues faced by many employees in the companies. Maintaining work-life balance is an issue increasingly recognized as of strategic importance to organizations and of significance to employees. Without the work-life balance of employees, they have to face many difficulties in their lives. The main objective of this study is to carry out research on the Sri Lankan manufacturing company of Ceylon Agro Industry and recognize the impact of work-life balance practices on workplace performance. The target population of this research is single, married employees in top-level, middle-level, and lower-level positions in the Ceylon agro industry in Sri Lanka. Findings of the study reveal that there is a strong relationship between work life balance practices and workplace performance. All these relationships are positive and have significant levels. The research findings give evidence that better work-life balance practices lead to increased employee performance.

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