

## **THE IMPACT OF PERCEIVED ORGANIZATIONAL CULTURE AND WORK-LIFE BALANCE ON INTENTION TO STAY – A STUDY OF EXECUTIVE-LEVEL EMPLOYEES IN ABC PRIVATE LIMITED**

Hansanee, H.M.K.<sup>1</sup> and Wijewantha P.<sup>2</sup>

The purpose of this research is to examine the impact of perceived organizational culture and work-life balance on the intention to stay of executive-level employees. Additionally, this study aims to fill the knowledge gap by investigating the relationship between these variables in the Sri Lankan corporate context. There is a lack of research related to the impact of perceived organizational culture and work-life balance on intention to stay of executive level employees of manufacturing sector in Sri Lanka. This study intends to contribute to filling the theoretical and empirical gap in existing literature. This study explores these relationships by analyzing how perceived organizational culture and work-life balance impact retention among executives at ABC Private Limited. The research follows a deductive approach, as hypotheses were developed based on existing theories and tested empirically. Hence this was a quantitative and cross-sectional study which was based on an organization in the manufacturing sector. Data was collected through a structured questionnaire using a convenience sampling technique. The study's population comprised executive-level employees, with a sample size of 108. Statistical analysis was performed using SPSS version 23.0, using descriptive and inferential statistics, including correlation and regression analysis. The results indicate that perceived organizational culture and work-life balance have a significant positive relationship with the intention to stay. These findings contribute to the existing body of knowledge by providing insights into factors influencing executive-level employee retention in Sri Lanka, offering practical implications for HR strategies aimed at improving workforce stability.

***Keywords:*** *Intention to Stay, Executive-level Employees, Perceived Organizational Culture, Work-life Balance,*

---

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [kavindyahansanee@gmail.com]

<sup>2</sup> Senior Lecturer (GI), Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [prabhashini@kln.ac.lk]