

Factors Affecting to Work Preference of Employees in Mahaweli Authority of Sri Lanka

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In this complex business world the place which the field of human resources management has taken is very precious. Therefore human resources managers have to engage more carefully with employees in order to get the maximum use of it. In that case identifying work preference of employees has become very important. Work preference represents the extent to which an individual make his/her choice to engage in work. As human behavior is different from one person to another, employees are having different preferences to engage in work at their work place. According to the work preference two categories can be identified as 'workaholics' and 'leisure lovers'. In simply employees who engage more work and more hard are referred as 'workaholics', while others; who prefer to enjoy leisure in the work place without that much focusing on works are referred as 'leisure lovers'. The work preference is taking two different choices according to many factors like gender, marital status, personality, organizational support, experience of the field, level of family involvement and so on.

This study has analyzed the factors affecting to work preference of employees. Though there are many factors, here it is considered only few factors like personality type, organizational support and family centrality which are affecting to work preference of employees. Employees which are in headquarters of Mahaweli Authority of Sri Lanka were the population. 95 employees were included in the sample, who were selected at the convenient of the researcher.

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