

Impact of Work Family Conflicts on the Degree of Job Satisfaction of Supervisory Level Employees of Colombo Dockyard PLC

Hewapathiranaage, H. P. L. S. and Pieris, M. D. P.

Work and family conflict could be identified as a significant influential factor in the common context. Majority of employees have to face conflicts due to family and work domains in which the individual operates. Currently many scholars and organizations are engaged with different research and development activities related to work family conflicts of employees. Hence it could improve both individual and organizational performance. Job satisfaction predicts both negative and positive attitudes and behavior in the work context, thus an analysis of the factors that determine this satisfaction or dissatisfaction is one of great interest to managers and directors in an organizational context. Hence this study examined the impact of work family conflict on job satisfaction of supervisory level employees in Colombo Dockyard PLC.

In this research work family conflict was considered as the independent variable and job satisfaction was considered as the dependent variable. Population of this research was the supervisors in Colombo Dockyard PLC. The data were obtained from 50 supervisors. A standard questionnaire was used to collect data. It was found that measurement scales met the acceptable standards of reliability analysis. Pearson's correlation analysis and simple regression analysis were used to test the research hypothesis. Considering the findings, it was concluded that supervisors in Colombo Dockyard PLC face low level work family conflict and high level job satisfaction. Thus the most significant finding was the moderate level negative relationship between the work family conflict and job satisfaction of supervisors in Colombo Dockyard PLC.

This study confirmed that work family conflict was significantly correlated with job satisfaction. Therefore, it can be concluded that the work family conflict is a significant predictor of job satisfaction. The results of the study imply that work family conflict is an important concern for individuals and organizations alike because of its negative consequences leading to reduced job satisfaction.

Keywords: *Work Family Conflicts, Job Satisfaction, Supervisory Level Employees*