

## **Factors affecting Work Life Balance among IT Professionals: With Special Reference to Colombo District**

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### **Abstract**

Information Technology industry has unusual work demands like long working hours, meeting tight deadlines, non-standardized working hours, working in alien environments etc. Employees in this industry are experiencing very high stress levels, work pressures and in turn this affects the quality of work life and personal well-being. The purpose of this paper is to examine the factors affecting work life balance among IT (Information Technology) professionals due to the nature of their work responsibilities and industry behavior. Thus to suggest Organizations, individuals to achieve work life balance which will positively impact individual, family, organizations and society. A Descriptive study methodology investigates the factors affecting work life balance of IT professionals and a questionnaire survey is used to gather data from individuals who are employed in IT sector. Using data gathered from 306 IT professionals' results shows the various factors from individual related and organization related are affecting the work life balance. The results also provide a further direction of the relationship between work life balance and those factors. Organizations and Individual should have a better understanding about the factors and strategies to achieve better work life balance as non-achievement of work life balance has impact on personal well-being and organization performance.

**Keywords:** *Family, Individual, Information Technology, Work Life Balance, Organization*