

## **The Impact of Workholism and Demographics on Marital Disaffection of Employees**

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Marital disaffection has become a serious issue in the present society across the globe. Moreover, the marital disaffection among the working community keep growing at a higher pace than expected nowadays. It is quite evident that loving the work place more than loving the family had created many new problems in society like marital disaffection. Hence, the objectives of the study are to assess the relationship type between demographics / workholism and the marital disaffection and to assess the level of impact between the causal factors and resulting factors.

Primary data was collected from a sample of 71 participants drawn following convenient sampling method from the population: working and married crowd. The researcher has used a validated and standard questionnaire as the primary data collection instrument. The statistical data analysis of the study was done using SPSS and tests of correlation and regression have used in order to test the relationship and the impact respectively. Further researcher used chi-square analysis technique to validate the relationship between demographic variables and the marital disaffection. The test results indicate that there is a positive relationship between workaholism and marital disaffection and the impact of workholism on marital disaffection is significant. It also indicates that gender and working sector have significant relationship with marital disaffection whereas age, marital status, years married, no of children, income per month and no of sleeping hours are not determinants with a significant impact. Females and the public sector people show less tendency towards marital disaffection All in all, the study showcases that the marital disaffection among the married people in Sri Lanka is caused by the workaholic behavior of the spouse, gender of the spouse, and sector the spouse working for.

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