

Impact of Flexible Working Arrangements on Work-Family Conflict of Commercial Banks in Sri Lanka

Dilrukshi, T. H. G. T.¹ and Welmilla, I.²

Flexible working arrangements in firms have been identified as one important means of balancing work and family. The purpose of this research is to examine the impact of flexible working arrangements on the work-family conflict of commercial banks in Sri Lanka. The study population was all the employees of the banking sector in Sri Lanka. The sample size was 100 employees of commercial banks, and the sample was selected on a simple random basis. The study was quantitative, and a cross-sectional survey design was adopted. Data were collected through self-administrated questionnaires. Collected data were analyzed using descriptive statistics, correlation, and regression with a statistical package of social sciences version 23.0 (SPSS). It was found that flexible working arrangement is a significantly moderate negative impact on work-family conflict. A limited number of studies carried out in Sri Lankan context in impact to the above-mentioned impact. Therefore, considering this was an opportunity, this study was conducted with the pioneering effort in understanding the abovementioned impact. In conclusion, this study was helpful to identify the direct impact and relationship between flexible working arrangements and work-family conflict of commercial banks in Sri Lanka.

Keywords: *Flexible Working Arrangement, Work-family Conflict*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [thg.thamaradilrukshi@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [iwelmilla@kln.ac.lk]