

Impact of Work from Home on Employee Work-life Balance during the COVID-19 Pandemic: A Study Related to a Leading Bank in Sri Lanka

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Work-Life balance is a concept with varied consequences within and among different stakeholders. Over the past two decades the issue work-family and work-life balance have received significant attention from employers, workers and an academics. As a result of Covid – 19, the practical application of working from home concept is widely seen within the organizations. Under this situation, organizations had to pay more attention to work life balance. It is important for the HRM department of banking sector to retain the employees who can balance at their work and personal life. Hence, this study is investigating the impact of working from home on work life balance of employees in the selected leading bank in Sri Lanka. This study was carried out as a cross sectional field study among a sample of 132 bank staff in the selected bank. Simple random sampling technique was used to select the sample and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression and correlation analysis were analyzed using Statistical Package for Social Sciences (SPSS). It was found that, there is a significant impact of working from home on employee work life balance of banking staff in the selected leading bank in Sri Lanka. Further, results showed that working from home has positive and significant impact on work life balance of employees. Further, it is expected that these findings are very important in theoretically and practically for the relevant parties in banking industry. Cross validation of the findings of this study to be done in different industries and different cultures comparatively among a bigger sample in subsequent studies are recommended, which will add more insights to the substance of the present study.

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