

Impact of Work-Family Conflict on Women's Career Development: Mediating Role of Employee Performance

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Work-family conflict is the major factor affecting women's career development. The main purpose of this study was to examine the impact of work-family conflict on women's career development in state commercial banks in the Colombo district, Sri Lanka. This study was a quantitative research study and followed a deductive approach. Further, this was carried out as a cross-sectional study, and the sample size was 291 women employees of the state commercial banks in the Colombo district. Simple random sampling technique was used to select the sample. Descriptive statistics, correlation, regression, and the Sobel test were used to analyze the data. Primary data were obtained using a standard questionnaire. The findings revealed that there was a significant impact of work-family conflict on women's career development of female employees in the banking sector, and also, employee performance significantly mediates the impact of work-family conflict on women's career development. Researchers recommended that states commercial banks want to improve women's career development by giving better training and development programs, providing opportunities and necessary facilities for its employees to achieve higher education, providing promotion opportunities, and providing opportunities to go abroad for special training programs for women.

Keywords: *Employee Performance, Women's career development, Work-family conflict*

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