

## **Work Culture and Employee Well-Being: Mediating Effect of Work-life Balance**

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Globally, firms' top priorities now include improving workplace cultures and putting a strong emphasis on employee well-being. Previous research suggests that improving workplace cultures can impact employee well-being. However, less studies have been conducted on whether work-life balance (WLB) mediates the relationship between workplace culture (temporal flexibility, operational flexibility, and supervisor support) and employee well-being. Drawing on the importance, the study's main objective was to investigate the mediating effects of WLB on the relationship between workplace culture and employee well-being. The study is a quantitative and survey method was used to collect data from middle-level employees at private banks, and the sample includes 130 employees of private banks in the Puttalam District. Linear regression was used to measure the direct effects of the hypothesized relationships. The Sobel test and Baron & Kenny mediation analysis were used to measure the indirect effects of the hypothesized relationship. The results show that WLB partially mediates the relationship between temporal flexibility, operational flexibility, and employees' well-being. While WLB fully mediates the relationship between supervisor support and employees' well-being. So, it is recommended for managers to build a culture in line with the WLB of employees, mainly by providing WLB policies that will ultimately enhance the general welfare.

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