

The Impact of Technostress on Work-Life Balance; Evidence from Managerial Level Employees in Apparel Industry, Sri Lanka

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The purpose of this research is to identify the impact of the technostress on work-life balance of managerial level employees who worked in apparel industry, Sri Lanka. In addition to that, this study intends to contribute to filling the research gap by looking into the relationship between technostress and work-life balance. Although there is enough literature in the international context, there are lack of studies in Sri Lankan context, especially in the apparel industry. Based on that the study aims to fill this gap by providing special evidence relating to the constructs of technostress and WLB relating to the Apparel industry, Sri Lanka. Technostress was the dependent variable whereas work-life balance was the independent variable in the study. This was conducted as a deductive, quantitative field study. Managerial level employees who work in selected three apparel companies were chosen as the population of the study and the sample size was 171. Data collection was done through a self-administered questionnaire and simple random sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 190 among 230 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation, regression and independent sample t-test were used to analyze data. The results indicate that there is a significant negative impact of technostress on work-life balance of managerial level employees in apparel industry, Sri Lanka.

Keywords: *Technostress, Work-Life Balance, Techno-Invasion, Techno Complexity, Techno-Uncertainty, Techno-Insecurity, Techno-Overload*

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