

**THE IMPACT OF WORK FAMILY CONFLICT ON JOB PERFORMANCE
OF MANAGERIAL EMPLOYEES IN A SELECTED SRI LANKAN
MANUFACTURING
FIRM**

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The main purpose of this study is to assess the impact of work family conflicts on job performance of managerial level employees selected manufacturing firms in Sri Lanka. The independent variables are work overloaded, family involvement, job flexibility and co-worker support. And the dependent variable is job performance. The study explored the relationship and impact of those variable among managerial level employees in selected manufacturing firms, Sri Lanka.

The conceptual framework of the study is developed by the researcher based on previous literatures. The sample of this study is managerial level employees in selected manufacturing firms and the sample size was 129 employees. Data collection is done by using standard questionnaires via Google Forms from 129 managerial professionals. The researcher used probability sampling technique to select sample. Correlation and multiple liner regression analysis was used to accessing the impact and to test the study hypotheses. Analysed results indicated that 60.1% of the variation in job performance of managerial level employees can be explained by the independent variables. Also, correlation results suggest that all the independent variables have strong correlation with dependent variable. According to regression analysis it suggests that work overload, family involvement have negative impact on job performance and job flexibility and co-worker support have positive impact on job performance. Also, the sig values of all the independent variables except co-worker support are higher than 0.05 and suggest that they are not significantly impact on job performance managerial level employees.

Key Words: *Job Performance, Managerial Employees, Work Family Conflict*

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