

## **Impact of Work-Life Balance on Employee Engagement of Dual Career Couples in the Banking Sector**

Rankapuge, J. K. K. and Jayasinghe, J. A. C. B.

The main focus of this study was to identify the impact of work-life balance on employee engagement of dual career couples in the banking sector Sri Lanka. And also research was designed to investigate the relationship between work-life balance and employee engagement of dual career couples in the banking sector. In this study, the concept “work-life balance” was covered from three dimensions; personality, job stress and spousal support. A standard questionnaire was used to collect data for the study. The participants were non-executive staff members of selected domestic licensed commercial banks in Colombo region. The final sample consisted with 84 non-executive staff members covering both state and private banks and it was represented by Fifty Four percent (54%) females and Forty Six percent (46%) males whose spouse is full time employed. The research findings were analyzed by using statistical analysis methods. The findings of the study revealed that there is a significant impact of work-life balance on employee engagement of dual career couples in the banking sector Sri Lanka. And also findings revealed a positive significant relationship between work-life balance and employee engagement of dual career couples in the banking sector. Further it was found that the work-life balance dimensions; personality, job stress and spousal support has a significant impact on employee engagement of dual career couples in the banking sector. These findings provide evidence that work-life balance plays an important role in achieving employee engagement in an organization.

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