

**Determinants of Work - Life Balance (WLB):
Evidence from Generation Y Employees in Sri Lanka**

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Previous studies have reported a significant attitudinal difference between the Generation Y (Gen Y) and others in their Work-Life Balance (WLB). The present study aimed at finding promising factors those influence the WLB and their impact on the WLB of Gen Y. A quantitative inquiry of WLB determinants namely; flexibility & freedom, motivation, job satisfaction, feedback & support and technological adaption is performed in realizing the aim of the study. The research method was a field survey (N = 213) of randomly drawn Gen Y respondents who are currently employed in Kandy, Sri Lanka. The survey instrument had 32 items ($\alpha = 0.79$) and the responses were anchored on a five point Likert scale. A Google form was e-mailed to the respondents (85.2% response rate) to collect primary data. Data were analyzed using univariate and multivariate analysis techniques. Data analysis resulted in detecting significant impact of job satisfaction, flexibility & freedom and feedback & support on WLB of Gen Y. Theoretical implications posited by this study are the determinants of WLB for Gen Y. i.e. Job satisfaction, Flexibility & freedom and Feedback & support. Findings do hold the practical importance of focusing on above factors in any such attempt to enhance the WLB of Gen Y employees who are currently the most active group in the workforce.

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