

## **Work Life Balance and Employees' Job Performance: A Case Study of Leading Public Sector Commercial Bank in Sri Lanka**

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The main purpose of this study is to analyze the impact of work life balance on job performance of managerial level employees in one of the leading public sector commercial banks in Sri Lanka. This study further investigates the impact of Time, Involvement and Satisfaction balance (three components of the work life balance) on employee job performance. The study was quantitative and a cross-sectional survey and data were collected through a structured questionnaire. Simple random sampling technique was applied to select the sample, and the final sample consisted of 102 managerial level employees in selected public sector commercial bank, head office in Sri Lanka. The data were analyzed using SPSS (Version 23.0). In order to test the hypotheses correlation and regression were used. The statistical results of the study revealed that work life balance and its components of Involvement, Time and Satisfaction balance have a significant impact on employees' job performance and the research findings give evidence that the better work life balance of the employee's leads to increase employees job performance. Hence, this study can be basically beneficial to the public sector commercial banks in Sri Lanka to make policies and procedures related to employees.

**Keywords:** *Work Life Balance, Employees' Job Performance, Involvement Balance, Time Balance, Satisfaction Balance*

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