

Difference of the Influence of Demographic Factors on Work-Life Balance: A Study of Banking Staff in the XYZ Bank of Sri Lanka

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The inconsistency of previous empirical findings and the prevailing contextual gap in the Sri Lankan banking context lead to examine the demographic differences in work-life balance. This study was carried out as quantitative explanatory research work. Further, the sample was selected randomly and used a simple random sampling technique. The study was cross-sectional, descriptive and a standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 152 banking employees who are currently working in banks. Descriptive statistical techniques, independent sample t-test, one-way ANOVA, and post hoc test were used to analyze data. It was found to be that there is no significant difference in work-life balance between males and females. Moreover, it was found that there is a significant difference in work-life balance between married and unmarried groups and a significant difference in work-life balance among age groups. The study's findings emphasize the prime importance of keeping a work-life balance and designing a work-life friendly environment within the XYZ Bank to ensure a high-level employee work-life balance. Further, it is expected that the current study model will benefit several other private and public banks in designing their work-life balance initiatives. Cross-validation of this study's findings to be done in different contexts, comparatively among a more significant sample, and using qualitative research design will add more insights to the current study's substance.

Keywords: *Age, Banking Staff, Demographic Factors, Gender, Marital Status, Work-Life Balance*

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