

Factors Affecting Work-Life Balance of Married Women Employees: A Study Related to the ABC Garment Factory

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This study examines the factor affecting on work-life balance of married women employees with special reference to ABC garment factory in Matugama. The working women employees are faced lot of challenges to achieve their work-life balance. Most of women employees fail to achieve desired level of work-life balance due to various factors. Therefore, in this study try to identify factors effect on work-life balance. The main objective for this study is to assess the effect of the factors on work-life balance. This is quantitative explanatory research work.

This investigation has been addressed survey type research method and self-administered questionnaires has used to collect data from the sample of the ABC garment factory. Questionnaire are distributed to a sample of 201 of operational level employees who are currently working in ABC garment factory. Further secondary data has been collected through journal articles, internet, magazines and books. Researcher has been used techniques of descriptive analysis, regression and coefficient analysis, ANOVA test were conducted in this study to observe impact among variables and statistical package for social science SPSS was used as a main analytical software.

The researcher has been identified four affecting factors namely, childcare, supporting system, working hours and role conflict. After investigation of these factors, the study revealed that out of four affecting elements, all variables have significant impact on work-life balance of married women employees of ABC garment factory. According to findings the null hypothesis rejected, and the alternative hypothesis was accepted. The discussion of findings, limitations and recommendations for future research are discussed in the end of the study.

Keywords: *Work-life Balance, Childcare, Support System, Working Hours*

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