

## **Impact of Work-Life Balance Programs on Job Performance of Staff Level Employees in Government Banking Industry**

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The aim of the study is to examine the impact of work life balance on employee performance with reference to government sector banks in Sri Lanka. Work life balance programs are considered as major factors influence employee performance. Even though, many studies conducted to examine the impact of work life balance programs on employee performance using different mediators and moderators in the western context. In this study, the researcher conducted a cross-sectional survey among the sample of 220 staff level employees in RDB bank by randomly selected from the population and standard questionnaire used to collect primary data and collected data. To attain this research objective, the researchers developed four hypotheses. The collected data were analyzed with the support of SPSS encoding descriptive statistics, correlation and regression. The results of this study showed that there is a significant impact of work- life balance programs on employee performance. More specifically, the results showed that, there is a significant impact of flex work on employee performance, there is a significant impact of tele communicating on employee performance and there is a significant impact of job sharing on employee performance. The findings implicate in conducting empirical research that contributes to explain work-life balance programs effect on staff level employee performance according to employee retention and employee satisfaction. The researcher highlighted major three work-life balance programs for enhancing the employee performance. It is recommended to implement work-life balance programs for higher employee turnover issues and employee satisfaction issues to enhance employee performance in the government banking sector in Sri Lanka.

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