

## **Impact of Work Life Balance on Employee Career Progression on Selected Insurance Company in Sri Lanka**

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The purpose of this study was to identify the impact of work-life balance on employee career progression. In addition to that, this study intended to contribute to filling the literature gap by looking into the relationship between work-life balance and employee career progression. Although the associations between work-life balance and employee career progression are well established in western literature, very few studies have examined the indicators of work-life balance such as leave policy, flexible working arrangement, welfare policy, and family responsibility with employee career progression in the Sri Lankan context, especially in the insurance industry. This study explored the relationship and examined the influence of those variables among employees working in a co-corporative insurance company within Sri Lankan context. Hence this was a quantitative and cross-sectional research study. The data were collected using a self-administered questionnaires and internet-based by using a Simple random sampling technique. Simple regression analysis was used to test the study hypotheses. Analyzed results showed a positive impact of leave policy, flexible working arrangements, welfare policy, and family responsibility on employee career progression. The study results clearly underlined the potential of the firm's involvement in work-life balance in influencing the employee attitude and behavior which means the level of employee career progression. Furthermore, this study raises the need for companies to look at their employee's work-life balance on employee career progression in a more serious and holistic approach.

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