

Impact of Workplace Culture on Employee Wellbeing: A Test of Work-Life Balance Mediating Effect

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Previous research suggests that improving workplace cultures can impact employee wellbeing. However, little research is known about how workplace culture influences employee wellbeing, and whether work-life balance mediates this relationship. We propose a positive relationship between workplace culture and employee wellbeing based on perceived organisational theory. Further, based on the social exchange theory, we propose a mediating effect of work-life balance on the relationship between workplace culture and employee wellbeing. Based on quantitative research methods, this study collected data via a survey. The survey questionnaires were distributed among 300 middle-level employees from private sector banks in the Puttalam District in Sri Lanka. We employed regression analysis for data analysis. This study found a significant positive impact of workplace culture on employee wellbeing and a partial mediating effect of work-life balance on employee workplace culture and their wellbeing. Findings of this study support practitioners in understanding the importance of workplace culture and work-life balance on employee wellbeing.

Keywords: *Well-being, Work-life Balance, Workplace culture*

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Background of the Study :

Workplace cultures can impact on employee wellbeing. However, little research is known about how workplace culture influences employee wellbeing.

Purpose :

Purpose of this study was to investigate the impact of workplace culture on employees' wellbeing, and mediating effect of work-life balance on workplace culture and employee wellbeing.

Research Method:

Data were collected via a survey with a sample of 130 middle-level employees from private sector banks in Sri Lanka. We employed regression analysis for data analysis.

Results: This study found a significant positive impact of workplace culture on employee wellbeing, and a partial mediating effect of work-life balance.

Conclusion: This study provides pioneering evidence showing the influences of workplace culture on employee wellbeing. Further, employee work-life balance plays an important role on employee workplace culture and well being.

