

Impact of Work Life Balance on Employee Commitment

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Subasinghe, W. P. D.V and Ranasinghe, V. R. This study aims to identify how the work-life balance of non-managerial-level employees affects their employee commitment to the organization in the garment sector of Sri Lanka. Two hundred fifty non-managerial-level employees who work in the Colombo district of Sri Lanka were selected using the sample random sampling technique. A questionnaire was administered among the non-managerial-level employees to measure their work-life balance and their commitment to the organization. The collected data were analyzed using correlation coefficients and regression analysis. The study found that work-life balance and affective commitment, continuous commitment, and normative commitment were positively correlated. The analysis findings reveal a significant impact of the hypothesis of non- managerial-level employees in garment Colombo district, Sri Lanka. There are various implications from this study for managers and practitioners. The results of this survey can be used to determine the justifications for taking employee 4commitment measures among non-managerial-level personnel. Because non-managerial-level employees in the garment industry are stressed, managers should provide them with a better training program.

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