

## **Impact of Work-life Balance on Employee Engagement of Generation Z**

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This research study attempts to identify the impact of work-life balance on employee engagement of Generation Z. The selected population was 130 employees in the apparel manufacturing industry in the Colombo district in Sri Lanka, and according to the Krejcie and Morgan table, the sample size of the research study is 97. A quantitative methodology approach is used in the study. The work-life balance scale and employee engagement scale (Utrecht Work Engagement Scale) were used in this study. The result of the study found that work-life balance is one of the factors that influence employee engagement in Generation Z. The higher the work-life balance, the higher the employee engagement. Further, employee engagement will appear when employees have a high level of work-life balance. This can be from the reliability value for employee engagement is 0.879 and work-life balance is 0.840, both values are greater than Cronbach Alpha. The result of this study then became the basis for determining intervention in the form of training to improve work-life balance which ultimately increases employee engagement among Generation Z employees. With the limitations found, future researchers can adopt to experimental approach which is recommended to allow better insight into how variables are related over time.

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