

## **The Significant Impact of Family Responsibility on Women's Career Development: Study based on Staff Level Employees of Private Sector Organization in Gampaha District, Sri Lanka**

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The study pursued to examine the impact of family responsibilities on women's career development of private sector staff of Gampaha District, Sri Lanka. The research serves the direction for the women of staff level to understand their own their family related responsibilities impact on their career development. Employers are advantageous through understanding behavior, objectives and related barriers of women in staff level and encourage to improving career development opportunity by hindering related barriers. A theoretical framework was developed based on the literature review. A survey design which was a quantitative research approach was used in this empirical study. Thus, the random sampling was applied to select the sample and the investigation was done in private sector companies in Gampaha district in Sri Lanka. The selected participants of this study was only female employees of staff level. Accordingly, fifty-two female staff level employees participated in the study. Survey strategy was followed in the study and a self-administered, anonymous, pre-tested questionnaire was used for data collection purpose. The SPSS application used to analyze the data. The hypothesis was tested using correlation analysis and regression analysis and it was possible to conclude that there is a negative impact on family responsibilities on women's career development. Further, the study revealed family responsibilities as a barrier that influence on women's career development. This study recommends increasing career development opportunity by hindering related barriers and to arranging flexible working pattern in organizations to get optimum performance.

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