

## **Factors Predict the Work-Life Balance of Operational Workers in the Aviation Industry of Sri Lanka**

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This research study was based on the work-life balance of current operational level employees in the Aviation industry. The purpose of this study was to examine the factors that predicted the work-life balance of operational workers in the Aviation industry in Sri Lanka. In addition to that, this study intended to contribute to filling the literature gap by looking into the relationship between the dependent variable of employee work-life balance and other independent variables including Perceived organizational support, Work overload and Perceived family support. This study adopted a deductive approach and quantitative research method using a survey research strategy. The operational level employees in the Aviation industry (Airport & aviation services (SL) Ltd) were chosen as the population of the study and a simple random sampling technique was used as the sampling technique. Accordingly, the sample size was 260 and used primary data as the data source, data collection was done through a self-administered online questionnaire. Finally, it was proved that there was a significant impact of perceived organizational support, work overload and perceived family support on employee work-life balance. The research findings were providing a good understanding for top managers in the organization about the work and non-work-related matters and these efforts may enhance the work-life balance among the employees and can be overcome their work and personal life-related issues.

**Keywords:** *Work-life Balance, Perceived Organizational Support, Perceived Family Support, Work Overload*

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