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The Impact of Work-Life Balance on Job Performance of Administrative Officers of State Universities in Sri Lanka

U.D. Perera[1], J.K.H. Sampath[2] and M.D. Pushpakumari[3]

[1] *Human Resource Division, Uva Wellassa University, Badulla, Sri Lanka*
[2] *Department of Bio Systems Technology, Uva Wellassa University, Badulla, Sri Lanka*
[3] *Department of Business Administration, University of Sri Jayewardenepura, Nugegoda, Sri Lanka*

Healthy work-life balance is crucial in modern dynamic organizational setting to ensure productive work force. Previous studies have examined various factors influencing on work-life balance and its relationship with job performance on diverse occupations. However, findings of existing studies cannot be directly applied to the Sri Lankan context due to cultural and behavioral differences of people compared to Western countries. State university sector is now rapidly changing with several collaborations emerges with continuous establishment and growth of local and international private universities. Thus, the main aim of this study is to investigate the impact of work-life balance on job performance of administrative officers of state universities in Sri Lanka. The specific objectives of this study are to examine the relationship between work-life balance and job performance and to identify the significant family and work-related factors affecting job performance of administrative officers in state universities in Sri Lanka. The study considered 286 administrative officers representing all fifteen state universities in Sri Lanka and data was collected through self-administrated questionnaire. Based on the statistical results, hypothesis defined were tested to meet aforesaid objectives. It was found that, there is a positive relationship between work-life balance and job performance of administrative officers of State Universities in Sri Lanka. Further it was revealed that, relationship with partner/parents, colleague support, relationship with peers and flexible hours arrangement are significant factors which influence on job performance of administrative officers. The findings of this research study will be beneficial for senior management of state university system and policy makers for higher education sector to enhance work-life balance of administrative officers to have more productive and committed work force within state university system of Sri Lanka.

Keywords: Administrative officers, Job performance, State university system, Work-life balance

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