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**Work life balance and job satisfaction of women employees in public sector organization:  
A case study in Sri Lanka Export Development Board**

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**Abstract**

In the present scenario, balance between professional and personal life of women employees is highly desirable as it has a significant impact on job satisfaction and their individual performance. The purpose of this study was to examine the impact of work-life balance on job satisfaction, as well as to assess the challenges associated with professional and personal life and to suggest strategies for maintaining a healthy work-life balance. Primarily, data were collected by using pre-tested structured questionnaire from randomly selected 50 female executive employees in Sri Lanka Export Development Board. Work life balance and job satisfaction were measured by five-point Likert scale. Descriptive and inferential statistical methods were utilized to analyze the data. The results reveal that the women employees were having overall moderate level of work life balance where mean value (M) was 3.25. Non-job responsibility (M=4.54) was the most effective factor and duration of work (M=1.3) was the least effective factor for the work life balance. They were having a nearly moderate level job satisfaction (M=2.504) and most effective factor for job satisfaction was salary provide by the organization (M=3.16). Pearson Correlation Analysis revealed that work life balance factors such as non-job responsibility ( $r=0.791$ ), mental pressure ( $r=0.130$ ), duration of work ( $r=0.351$ ), workload ( $r=0.910$ ), personal problems ( $r=0.911$ ), policies of the organization ( $r=0.631$ ) and demographic factors ( $r=0.748$ ) were positively and significantly effect on their job satisfaction. Further Chi-square test indicated that the age, educational level, number of children, time spent on transportation, child-care responsibility, responsibility of dependents, mental pressure, working hours, opportunities for promotion, workload and comfort ability of workplace ( $p < 0.05$ ) had a significant influence on personal and professional life challenges. The majority of respondents believed that creating a current work environment, flexible working hours, and family welfare programs were critical to achieving a better work-life balance. The study concluded that work- life balance of women employees had an impact on their job satisfaction and professional life challenges. Findings are assisting to improve the overall efficiency of women employees by creating a better work culture, which leads to improved organizational citizenship behavior.

**Keywords:** Job satisfaction, Professional life, Women employees, Work life balance

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