

Work Family Conflict and Well-being of Women Employees in Gampaha District in Sri Lanka

A.M.T.C. Abeykoon*, R.P. Mahaliyanaarachchi, S.H.P. Malkanthi, S. Pathmanathan
Faculty of Agricultural Sciences, Sabaragamuwa University of Sri Lanka

Because of increase in the living cost, whatever the job is, both husband and wife have to engage in jobs to sustain in Sri Lanka. In foreign countries, both husband and wife contribute to the increase in the family income. In those countries, luckily both of them share the spouse responsibilities between them. However, our tradition is very different. In Sri Lankan culture, with man-centered family, all other responsibilities and family affairs are managed by the wife. Therefore, work family conflicts are generated in most of these families. This research was conducted to find out the factors generating work family conflict situations. The research was conducted in Gampaha district and 115 families were selected as the sample using multi stage random sampling. Data was collected using a household survey using a pre-tested questionnaire from August to November 2015. The data were analyzed using SPSS 20 statistical package. Correlation analysis, descriptive analysis, graphical analyses were used to find the relationship with work family conflicts. Results revealed that characteristics such as stress, non-flexibility of work, long working hours, age of children and lack of spouse support were the most significant factors for work family conflict. Furthermore, flexible work schedules, greater family support, transport facilities, good marital life and reduction of bulk of responsibilities in work were the significant factors to reduce spouse and family conflict. Thus, they help to increase the well-being of family of women employees. Government should pay high attention to this issue and get necessary action to provide relief for the women employees.

Keywords: *Women employees, Work family conflict, Spouse support, Sri Lanka*