

**THE IMPACT OF WORK LIFE BALANCE ON EMPLOYEE  
PERFORMANCE WITH REFERENCE TO MAS ACTIVE TRADING LINEA  
INTIMO (PVT) LTD IN BIYAGAMA BOI ZONE**



by

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## ABSTRACT

In labour market, many changes have been occurred recently. Therefore, every organization makes adaptations to those changes and change their business processes accordingly. This is a new trend or a new challenge for the working environment. Work Life Balance (WLB) is such change introduced in the organizations. In 21<sup>st</sup> century, workers' faced major problem in balancing their own personal activities, family works and careers. They have huge responsibilities on their jobs as well as in their families. Therefore, imbalance in the work and family life leads negative outcomes to the society and working organization. As a significant contribution to an organization success, flexible working arrangement (FWA), employee assistance programs (EAP) and Leave are Work Life Balance Practices have emerged as significant antecedents of employee performance. The main purpose of this paper is to investigate the impact of work life balance on employee performance with reference to MAS Active Trading Linea Intimo (pvt) Ltd – Biyagama BOI zone.

A survey was carried out among executive and non - executive employees who are work in Selected Apparel Company in Sri Lanka. This study adopted a quantitative approach to address the research objectives. For this study Selected 351 executive and non – executive employees who are working in MAS Active Trading Linea Intimo (pvt) Ltd – Biyagama BOI zone. The collected data has been analyzed by using descriptive statistics, correlation analysis and regression analysis.

The findings indicated that the flexible working arrangement, employee assistance programs and leave are in high level in MAS Active Trading Linea Intimo (pvt) Ltd. And also the results showed that leave have strong positive relationship with employee performance while flexible working arrangement and employee assistance programs have moderate positive significant relationship with employee performance. Altogether work life balance strong positively influence on employee performance.

**Keywords-** *work life balance, work life balance practices, flexible working arrangement, employee assistance programs, leave, employee performance*

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