

**THE IMPACT OF WORK-FAMILY CONFLICT ON JOB
PERFORMANCE IN BANKS IN NUWARA-ELIYA DISTRICT**



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REG NO: EUB/2016/5231

INDEX NO: MS 1163

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2016

ABSTRACT

Work is the most important factor in our society and all over the world, but family is also the most important and crucial factor and the part for human beings. No one can be leave or left from both of them these both should be parallel for successful life. The employees are finding difficulty in striking a balance between their job and family life due to long hours of work, high targets on job and increased use of complicated technology. This situation has resulted in the problem faced by most of us that is Work Life Conflict (WLC). Modern life has many problems within different dimensions and work-family conflict is one of the factors that have considerable effects. Thus this study examined the impact of work family conflict on the job performance of employees in banks in Nuwara-Eliya District.

To attain the objectives, the quantitative method was used and data were collected through questionnaires. A total of 200 questionnaires were distributed to employees in the selected Commercial banks in Nuwara-Eliya District. The data were analyzed using simple linear regression analysis. The findings exhibit that, there were relationship between work-family conflict with job performance and also work-family conflict of banks in Nuwara-Eliya District is moderate level and also job performance of employees is moderate level. However, dimensions of work-family conflict are negatively and significantly correlated with job performance. As well as based on the result of regression analysis showed that 32% of the variance of job performance is explained by work-family conflict. In conclusion, it is observed that work-family conflict negatively and significantly impact on job performance.

Key Words: Work-family conflict, Time-based conflict, Strain-based conflict, Behaviour-based conflict, Job performance, Task performance, Contextual performance.

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