

**THE STATUS OF WORK LIFE BALANCE AMONG POSTGRADUATE  
STUDENTS IN EASTERN PROVINCE OF  
SRI LANKA**

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## ABSTRACT

Work-life balance is very important among employee and employers in organizations. Work-life balance is a term that is always used in context of employees, but nowadays students are also overburdened due to their academic work load and career issues. All this adds to the stress among postgraduate students leading to imbalanced work- life equations. This study was conducted to assess the status of work life balance among postgraduates in Eastern Province.

An empirical knowledge gap was observed by reviewing the existing literature regarding the current study. Hence in order to fill this gap this study is carried out with four main objectives. The first objective of the study was to find the level of individual, organizational, Environmental factors and work life balance, The second objective of the study was to find out the level of work life balance, The third objective of the study was to explore the relationship among them and the fourth objective was to explore the impact of individual, organizational and environmental factors on Work life balance among postgraduates in Eastern Province. In order to achieve this study objective, primary data were collected from 103 Postgraduates who are following Postgraduate program in EUSL and SEUSL and stratified sampling was used. Data were analyzed and evaluated by using Univariate and regression analyses was used to achieve the study objectives.

The result of this study revealed that the individual factors, organizational factors and environmental factors were in high level among postgraduates in Eastern Province. At the same these three variables has positive relationship between, Work life balances of postgraduates. The result also revealed that there is 67.5% direct impact of individual, organizational and environmental factors on work life balance of the postgraduates in Eastern Province.

**Keywords:** Individual Factor, Organizational Factor, Environmental Factors, Emotional Intelligence, Spiritual Intelligence, Job Engagement, Handling Work Overload, Organizational Support, Technological Advancement, Work Life Balance.

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