

THE IMPACT OF WORK-FAMILY CONFLICT ON ORGANIZATION CITIZENSHIP BEHAVIOR IN SRI LANKA

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Abstract

This study was conducted with seven research objectives such as to identify the level of Work-family Conflict and OCB of apparel industry, to identify the relationship between Work-family Conflict and OCB of apparel industry. And also identify the relationship between each dimensions of Work-family Conflict (Time-based Conflict, Strain-based Conflict, Behavior-based Conflict and Family on work-conflict) with OCB of apparel industry and identify the impact of work-family conflict and OCB. The person environment fit theory provides a theoretical foundation for the conceptual model of this study. In order to achieve those objectives, primary data were collected from 150 of operational employees in large scale apparel industry in Badulla district by using structured questionnaires. The level of work-family conflict was high, but the level of OCB is low in apparel industry. All the dimensions of work-family conflict were significant negatively with OCB. And the final objective is the identify the impact of work-family conflict on OCB, so the researcher was found there are 51.9% variance of OCB was considered as being associated with the variable in the work-family conflict. The findings of this study will provide a guide to minimize the work-family Conflict and improvements related to Organizational Citizenship Behavior in apparel industry.

Keywords: Work-family Conflict, Organizational Citizenship Behavior, Operational Employees

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