



**Impact of Work Family Conflict on Employees' Performance –
The Role of Supervisory Support**

(With Special Reference to Executive Level Employees of Private Bank Sector in
Colombo District)

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ABSTRACT

This study attempted to examine the impact of Work Family Conflict on Employees' Performance – The role of Supervisory Support of the executive employees of private banks sector in Sri Lanka. Human resource is unique and indispensable factor in any organization. The success or failure of the employees mainly depends on their performance. But, today business world is not family friendly. Consequently, work family conflict has been considered to be one of the causes influencing the performance of the employee and supervisory support strengthens on the relationship between work family conflict and employees' performance. Therefore, the purpose of the study was to identify how work family conflict influences the performance of the employees of private bank sector in Sri Lanka and to identify the moderating role of Supervisory Support on the relationship between work family conflict and employees' performance. The sample consisted of hundred employees working for licensed commercial banks in Colombo District. The data were gathered by administering questionnaires. The researcher findings revealed that, there is weak negative relationship between work family conflict and employees' performance and supervisory support makes a buffering effect on the relationship between work family conflict and employees' performance. Moreover, managerial implications and limitations of the study are discussed along with suggestions for future research.

Keywords: Work Family Conflict, Employees' performance, Supervisory Support, Banks Sector