

A Study on the Impact of Work-Life Balance on Upward Career Mobility of Women Employees; with Special Reference to Banking Sector in Eastern Province

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Women's participation in the paid workforce is one of the most significant social changes of the last century. Towards the end of year 2016, the proportion of women in decision making is very low and still there are only around 4.9 per cent of women are representing the managerial positions in Sri Lanka. The emergence and determined survival of women in corporations and organizations depends on their own willingness to confront and fight strong barriers and hurdles that stand their way. A major barrier for women in work is work – life balance as family and society demands more from a woman than a man. The objectives of this study were to investigate the impact of time balance, involvement balance and satisfaction balance on upward career mobility of women employees in banking sector. A sample of 120 women employees from the banking sector was used for gathering data through the survey method. Primary data was collected through a questionnaire. The collected data was analysed using correlation analysis, regression and descriptive analysis methods. The findings of this study support the previous findings on the similar area. Study indicated that there is a strong positive relationship between work-life balance and upward career mobility. Further, encouraging the hiring, retention, and advancement of women by adopting work-life policies such as day-care centres for new mothers and work adjustments hours for new mothers etc. while achieving gender equality in the organisations were suggested as the managerial implications.

Keywords: Work-life balance, Upward career mobility, Retention