

## **An Empirical Study of Work Life Balance with Special Reference to Educators in Colombo District**

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The concept of Work Life Balance (WLB) has become a concern for every business: failure to manage work-life balance can pose an earnest threat to a business. However, despite its paramount, managing work-life balance remains a chore for many businesses. In Sri Lanka especially in Edification Industry it is not felt to induce the WLB practices either in Government sector or in Private sector whether in School or College level of Inculcation. Objectives of this study are to ken about level of work-life balance among Educators of different edifying institutions, analyse gender sapient work-life balance issues, ken how the age factor influences work-life balance and ascertain different work-life balance practices adopted by government and private scholastic institutions. Descriptive Study is orchestrated with a well-structured questionnaire to accumulate primary data from 100 members of edifying fraternity working at Schools, Colleges and Universities of both Regime and Private sectors. This sample is culled from Colombo District in Western Province of Sri Lanka. Results denoted that 72.9% people of the respondents have feeling of blissful at work. 54.3% respondents have feeling of missing their qualitative life sometimes, 30% respondents are infrequently feeling of missing their life. 60% of respondents are feeling tired at work and to manage stress arisen 64.3% of them, have opted for regalement. 72.9% respondents verbalized that there is no work-life balance policy (total of 84% when included Not Cognizant withal) in their organization. The chi square tests resulted Having Children and Quality of Time at Work dependent on each other. Having Children and Feeling of Missing Life are dependent on each other and Gender and Factor Facilitating Working Balance are dependent of each other. And, Hours of Travel and Factor Facilitating Working Balance are independent of each other. Also Hours of Travel and How often work worries are dependent of each other The Educators in both sectors aren't exposed to Work Life Balance Practices and even their employers haven't exerted in designing and implementing the Work-Life Balance. A 5-day work is one of such policy which can enable the employees to orchestrate their life part and manage it efficaciously.

**Keywords:** Colombo, Educators, Edification, Work life balance