



**ASSESS THE ANTECEDENTS AND
CONSEQUENCES OF WORK LIFE IMBALANCE
(WITH SPECIAL REFERENCE TO FEMALE
NURSES IN GOVERNMENT HOSPITALS)**

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K. H. Biyagama

UWU/EX/13/0211

Department of Management Sciences

ABSTRACT

The purpose of this research study was to assess the Antecedents and Consequences of Work life imbalance of the female nurses at Sri Lankan Government Hospitals. Work life imbalance has been identified as one of the serious problems among nurses in health care industry of Sri Lanka. Minimizing this critical problem is vital since, the health care industry is directly affecting to the wellbeing of the country's total population and ultimately for the economic development. The overall research study has been structured based on the conceptual indicator built up with referring to the two research objectives, which was identifying the antecedents and consequences of work life imbalance. The thematic analysis revealed parental demand, lack of family support, task difficulty, nature of working schedules and lack of staff as the antecedents creating the work life imbalance and intention to leave the job, conflicts in work and home, health problems, feeling overload and stress and demanding leaves as consequences of work life imbalance. The qualitative research was conducted through structured interviews using 20 female nurses who are employed at Colombo District Government Hospitals. Consequently the study concluded that among the majority (80%) of selected participants, the work life imbalance is existing. Based on the in-depth data collected by participants, it identified that they are having struggles while balancing their work lives while balancing their personal lives. Finally study suggesting management of hospitals to pay more attention on reducing nurses' work life imbalance by taking necessary steps and actions. Likewise this study will be beneficial in employees' perspective to enhance their work life and personal life by getting a proper understanding of work life imbalance throughout this study findings.

Key Words: *Antecedents, Consequences, Work life imbalance*