

**THE EFFECT OF WORK FAMILY CONFLICTS ON  
ORGANIZATIONAL COMMITMENT WITH  
REFERENCE TO THE EMPLOYEES OF HOTEL  
INDUSTRY IN SRI LANKA**

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Faculty of Management

Uva Wellassa University



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## ABSTRACT

**The effect of work family conflicts on organizational commitment with reference to the employees of hotel industry in Sri Lanka**

**UWU/ENM/09/0024**

**S. P. H. Kanishka and J. Siyambalapitiya**

Work-life conflict is a form of inter-role conflict in which work and family demands are mutually incompatible, meeting demands of both the domains is difficult” Commitment implies an intention to persist in a course of action. Therefore, organizations often try to foster commitment in their employees to achieve stability and reduce costly turnover. This study empirically evaluated two dimensions of work family conflicts as work to family conflicts and family to work conflicts. In addition, effect of it on the organizational commitment of the employees in star rated hotels in Colombo. The sample consisted of eighty employees but response rate was only seventy five percent. Questionnaires were used to collect data. Considering the relationship between work family conflicts and organizational commitment, the analysis represents that there is a weak negative relationship and family to work conflicts is higher than work to family conflicts among employees of hotel industry in Sri Lanka. Further, it reveals that work family enrichment is a current need of the employees of hotel industry in Sri Lanka.

***Keywords: Work family conflicts, Organizational commitment***