

## **It's a Tough Nut to Crack: Consequences of Mutual Interference of Work and Family**

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A plethora of studies on work family conflict have been conducted in developed nations with an individualist cultural milieu, nonetheless scant attention paid to the systematic studies in developing nations representing the collectivist culture. Most recently, the insidious effect of work family conflict flagged up the many research scholars to look at the consequences and the whys and the wherefores of work family conflict in developing countries. Consequently, drawing on a synthesis of role theory and work family border theory, this study was designed to paint a vivid picture of work family conflict and resultant consequences that employees confront. In adherence to robust ontological and epistemological assumption, this study adopted an objectivist-deductive approach with a cross-sectional time horizon. Using a convenience sampling technique, data were garnered with a self-reported questionnaire from 569 employees working in a banking sector in Sri Lanka. The study found that work to family conflict has a significant negative impact on job satisfaction and the role performance and a positive relationship with emotional exhaustion and, however, data were not in support of any significant relationship with life satisfaction and turnover intentions. In a similar vein, family to work conflict was negatively impacted life satisfaction and the role performance, nonetheless a positive relationship was found with turnover intentions and the data were not related to job satisfaction and emotional exhaustion. The practical implications of work family conflict and its consequent impact on employees and the organisation were discussed. Needless to say, this study unequivocally made a contribution to the frontier of the work family literature and becomes a mother lode for the future research studies.

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