

## **RESTRICTED**

### **ABSTRACT**

Work life balance signifies the extent to which an employee experiences feeling fulfilled and having his or her needs met in both work and non-work facets of life. Employees who achieved work-life balance feel their lives are fulfilled both inside and outside of work and they experience minimal conflict between work and non-work roles. Those who achieve this balance, tend to have higher levels of satisfaction with their jobs and life with lower levels of stress and depression. From an employer's viewpoint, encouraging work life balance may attract new hires, help reduce turnover, absenteeism and increase the chances of employees voluntarily engaging in "pro-social" behaviors that beyond their job requirements. Since Sri Lanka Army also an organisation which mainly operates with the human resource, it's very much important to ensure the work life balance of soldiers to ensure the national security of the country.

National security means the safety of a nation against threats such as terrorism, war and espionage. Further, it can describe as security of the nation, including its citizens, economy and institutions. According to the Sri Lankan context, Sri Lanka Army is one of the major government entity in the country which extremely maintains highly skilled, knowledgeable workers, who supposed to commit, loyal and enthusiastic towards the achieving of assigned tasks. Other Ranks are government workers and they are getting their pension after completing the service of 22 years. Though the situation like that Other Ranks' absenteeism is still prevailing. Not only that sometimes soldiers have arrested by the police and military police due to their participation of illegal activities. Since Sri Lanka army is the first who react on any disaster happened to the country, it is mandatory to maintain disciplined work force who achieved proper Work Life Balance in order to ensure the organization security and ultimately the national security in the country.

This research has done by using random sampling method and data were analysed by using bivariate, multivariate and univariate techniques. Finally, this research was able to identify the factors influence the work life balance of Other Ranks and how it affect on national security with possible ways to improve the work life balance of Other Ranks in Sri Lanka army to ensure the national security.