

## ABSTRACT

Work-life balance (WLB) allows employees to maintain an acceptable balance between their organizational and personal/family life. Due to the changing nature of the job market, the concept of WLB has attracted more interest from industries and academia. When employees have to accomplish more job related goals, the job became more challenging. While they are performing job roles they have to cope with their family life also. In such a way, female machine operators in the apparel industry also struggle to manage both organizational lives with family life. At the same time the job front have become more hectic. More than that, the society has negative perception towards them. Therefore, there is a critical question of whether their performance is affected by work life factors. Therefore, problem statement of the study formulated as “How the work life balance impact on the performance of factory operates in large scale apparel companies in Sri Lanka”

Further, investigate on the study area at first, researcher carried out a literature review and critically evaluated on WLB and employee performance. Then researcher intended to investigate on main three areas of WLB as individual factors, social factors and organizational factors of female machine operators in apparel industry. Sample of the study taken as 120 female machine operators employed in the apparel industry within Colombo district. Questionnaires and face to face discussions were used to collect data. Then data analyzed through SPSS software and formulated hypotheses were tested through correlation analysis. Since, the hypotheses are accepted researcher came into the conclusion of all three factors personal, social and organizational factors are affected on the job performance of female machine operators in apparel industry. Therefore, female machine operators' should have good balance between both work and family life to perform in their jobs more effectively. Future researchers are recommended to investigating more on the topic increasing the sample size more than that.

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- ❖ Personal factors
  - ❖ Organizational factors
  - ❖ Social factors
  - ❖ Employee performance