

**IMPACT OF WORK LIFE BALANCE, ON
PERFORMANCES OF WOMEN SAILORS IN SRI LANKA
NAVY**

by

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PERMANENT REFERENCE

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ABSTRACT

Sri Lanka Navy, the contribution of women sailors is significant for many indirect activities. Pilot studies found that they have a problem in their life and work imbalance. Accordingly, identified issues of life factors of education, economic, and family to influence the work performance and organised objectives to understand the scale of their influence. 533 women sailors were selected by convenience sampling method and questionnaire method was used as the Data Collection tool. The study was conducted in univariate analysis, bivariate analysis, and multivariate analysis while multivariate analysis was conducted in three stages as macro; micro, and mesoanalysis. Parameter estimate was completed in three stages and a binary logistic model was used. Sample adequacy was tested at 90.1 % with significance while the reliability was measured for all life and work factors. The values were between 63% to 79.1%. The first parameter estimates on macro perspective found economical and family life factors have an imbalance with work factors with significance value while the education factors have a balanced impact. The micro aspect of analysis identified economic and family factors influenced by work factors. Economic factors; insufficient pay and inability to run their daily requirement are the major reasons for life imbalancing indicators. Family factors; husband-wife conflict is one of the major indicators influencing work imbalance. Besides, micro-macro and meso analysis were done to find a scale of 03 life factors influence on 05 work variables. Economic factors influence on performance, interpersonal, contributive, and adaptive performances significantly and inversely while both education and economic factors influence on counter-performance positively and significantly. This concludes that the economic factors due to poor net pay and inability to find the daily expenditure have become major concerns for them to have an imbalance work performance in all aspects whilst husband-wife conflict has also become one of the factors to influence the work performance.

Keywords: life factors, work factors, task performance, interpersonal performance, contributive performance, adaptive performance, counter-performance