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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, military officers in Sri Lanka Army also struggle to manage both organizational life with family life. At the same time the job front have become more hectic. Therefore, there is a critical question of whether they are satisfied with their job or not. Another problematic area is whether junior military officers are spending a happy family life. Therefore problem statement of the study formulated as; “to what extent work life balance impact on job satisfaction of married middle grade officers in Sri Lanka Army?”What is the level of impact of work life balance on job satisfaction of married middle grade officers in Sri Lanka Army?

To further investigate on the study area at first, researcher carried out a literature review and critically evaluated on WLB and job satisfaction. Then researcher intended to investigate on main two areas as personal life and organizational life of middle grade officers in Sri Lanka Army. Sample of the study taken as 120 middle grade officers attached to VIR. Questionnaires were used to collect data. Then data analyzed through SPSS software and formulated hypothesis was tested through correlation analysis. Since the hypothesis is accepted researcher came in to the conclusion that both personal life and organisational life has an impact on the job performance of middle grade officers in VIR. Therefore, middle grade officers' who have good balance between personal and organizational life are satisfied with their jobs. Future researchers are recommended to investigating more on the topic considering all levels of the employees in Sri Lanka Army.

Key Words: Work Life Balance, Personal Life, Organizational Life, Job Satisfaction, Sri Lanka Army, Middle Grade Officers