

## **Impact of Big Five Personality Traits on Employees' Work-to-Family Conflict in Ceylon Knit Trend Apparel (Pvt.) Ltd.**

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Work-to-family conflict (WFC) is a major problem experienced by the working population. The increase of the number of dual earner couples also causes an increase of the severity of the problem of work-to-family conflict. In this decade researchers have recognized work-family conflict as a researchable area. There are two directions in work-family conflict. These are work-to-family conflict and family-to-work conflict. In this study, the researcher examined the impact of Big Five personality traits on work-to-family conflict. Based on census study altogether 56 executive level employees including all managers in CKT Apparel (Pvt.) Ltd., Agalawatta were selected for the study. The response rate for the questionnaire was 94%. Data were collected through two validated and reliable scales of work-to-family conflict and Big Five personality. The researcher developed hypotheses based on Conservation of Resources theory. Analytical techniques such as mean analysis, reliability analysis, test of normality, KMO test, correlation and multiple regression analysis were used in order to analyze the data. On the correlation analyses all Big Five traits significantly correlated with work-to-family conflict. The result of the multiple regression analysis concluded that openness to experience is the dimension of Big Five personality traits which significantly impacts on work-to-family conflict. Findings of the study will assist to modify the policies of the CKT Apparel (Pvt.) Limited and create a better working environment for the executive level employees.

**Keywords:** Big Five Personality Traits; CKT Apparel (Pvt.) Ltd.; Work-to-family conflict