

## **The Impact of Work-Life Balance on Job Satisfaction of Junior Executives of Sampath Bank PLC Head Office**

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Contemporary organizations are operating within a rigorous competition and the business practitioners have understood the importance of having a sustainable competitive advantage for the businesses. Human Resource plays a vital role and it could become a sustainable competitive advantage. Job Satisfaction is the key to increase employee performance with the ultimate purpose of reaching the organizations' goals and objectives. Creating and retaining a satisfied work force is a huge challenge for any business organization. The researcher verified the research problem of the study with related to the Job Satisfaction of the junior executives at Sampath Bank PLC head office by conducting a preliminary survey. After a thorough literature survey, the researcher found Work Life Balance has been one of the research implications highlighted by previous researchers to further study as a major determinant of Job satisfaction. Therefore, this study was aimed to investigate the impact of Work Life Balance on Job Satisfaction of junior executives at Sampath Bank PLC head office. There were around 190 junior executives in the bank to the date. The sample size of the study was 127 and convenience sampling method was followed. Data were collected through standard questionnaire which was developed by previous authors. A Multiple regression analysis was carried out to investigate the impacts of the variables interested. Job Satisfaction acted as the dependent variable and the dimensions Work Life Balance; Working Condition, Change of Job, Work Life Balance programmes and Work Role were the predictors of the study. The study brought evidence to a significant positive impact of Working Condition, Change of Job, Work Life Balance Programmes and Work Role on Job Satisfaction hence supported the findings of previous studies. Further, it suggests the organization to pay high attention to the factors like work life balance policies, change of job role, working conditions etc. In fact, future researchers are recommended to do the studies considering the moderators, mediators as well as to use the longitudinal time horizon with the multiple data collection methods.

**Keywords:** Job Satisfaction, Working Condition, Change of the Job, Work -Life Balance, Work Role