

COPING STRATEGIES TO MANAGE WORK-FAMILY CONFLICT AMONG FEMALE ACADEMICS IN SRI LANKA

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1. Introduction

While work family conflict has received substantial attention as a thoroughly acknowledged and explored scope among women, in the realm of coping work-family conflict, there is a verge of need to address this issue. This study focuses on the individual, group and organizational levels of coping strategies applied among female academics in state universities to manage work-family conflict in Sri Lanka.

2. Research Methodology

This research delves into the work-family conflict coping strategies using an inductive approach and a qualitative methodology. Consequently, in-depth interviews were conducted with ten female academics representing Sri Lankan state universities, and uncovered a diverse set of coping mechanisms using thematic analysis.

3. Findings and Discussion

On an individual level, participants rely on prioritization, establishing boundaries, time management, and self-care routines, which include engaging in hobbies that simultaneously fulfill their own needs and meet their family obligations. Group-level coping mechanisms emphasize the significance of support from family and close friends. While family assistance is valued, participants prefer to actively engage in household responsibilities whenever possible, underscoring the importance of nurturing selective, meaningful relationships. At an organizational level, participants express their need for flexible work arrangements, granting them control over their work schedules, direct communication, and the freedom to decline tasks without undue pressure. This contributed to a supportive environment that respects individual boundaries.

4. Conclusion and Implications

This study offers valuable insights into the coping strategies adopted by female academics in Sri Lankan state universities, shedding light on the intricate balance between work and family life.

Keywords: Coping Strategies, Female Academics, Work-family conflict.