

THE IMPACT OF WORK ENVIRONMENT ON WORK-LIFE BALANCE AMONG MARRIED FEMALE NURSES AT GOVERNMENT HOSPITALS IN SRI LANKA

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As the heart of healthcare, married female nurses in Sri Lankan government hospitals face unique challenges in achieving work-life balance due to various factors. The primary goal of this study is to identify the impact of Work Environment on Work-Life Balance among Married Female Nurses working at Government hospitals in Sri Lanka. The current study used a multi-method quantitative study design following the positivism philosophy and deductive approach. A structured questionnaire was used to obtain primary data for quantitative data analysis. It also conducted extra interviews to get more thorough information. The sample size was 385 for the quantitative analysis and 12 for the qualitative analysis. Structured interviews were conducted following an interview checklist to gather descriptive data for qualitative analysis. The gathered data were analyzed quantitatively and qualitatively. Quantitative data were analyzed using SPSS software. Two main statistical methods were used in data analysis. Descriptive statistics summarize the data from a sample using indexes such as the mean, standard deviation, and Inferential statistics to draw inferences about the population using samples such as Hypothesis testing and Simple Linear Regression. Content analysis was used to analyze qualitative data. The findings revealed a positive and moderate influence between the working environment and work-life balance, with a significant coefficient of the three dimensions: workstation satisfaction, environmental workability, and job satisfaction. The study highlights the importance of creating a conducive work environment to enhance work-life balance for married female nurses in government hospitals.

Keywords: *Government hospitals, married females, nursing officers, working environment, work-life balance*