

**DETERMINANTS OF LEISURE CHOICE AMONG  
EMPLOYEES IN THE MARITIME AND LOGISTICS  
SECTOR IN SRI LANKA: A LOGIT ANALYSIS**

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**Abstract**

*Sri Lanka's economy is significantly reliant on the maritime and logistics industry, which serves as a conduit for both domestic and international trade. In high-demand sectors characterized by prolonged work hours, prioritizing leisure is imperative for enhancing employee well-being, as it mitigates stress and fosters greater job satisfaction. Ultimately, a balanced approach to work and leisure is associated with increased productivity and retention rates, which are vital for sustaining the efficacy and competitiveness of the industry. This study investigates the determinants of leisure choice among employees in Sri Lanka's maritime and logistics sector using a logit regression model. It analyzes data from a cross-sectional survey of 400 employees, focusing on socio-demographic, economic, and work-related factors such as age, gender, income, marital status, number of dependents, work hours, experience, and work-life balance policies. The findings indicate that age, gender, income, and number of dependents significantly predict leisure preferences, with older employees, particularly those aged 46-55, and female employees showing a stronger inclination towards leisure, likely due to caregiving roles. Additionally, higher income and a greater number of dependents positively influence leisure selection, while the presence of work-life balance policies appears negatively associated with leisure preference, suggesting these policies may not effectively increase leisure time in this sector. The findings of this study offer valuable insights for human resource management policies such as flexible work arrangements, employee wellness programs, and initiatives promoting work-life balance in this sector, emphasizing the need for targeted policies to enhance work-life balance, job satisfaction, and employee welfare. These results also contribute to the broader understanding of leisure economics within high-demand industries, highlighting the importance of addressing industry-specific challenges to improve employee well-being.*

**keywords:** Leisure choice, Logit regression analysis, Job Satisfaction, Maritime and Logistics Sector, Work-life balance

## INTRODUCTION

Time is an undeniable and valuable resource in all the phases of life. Time allocation among different aspects of life is determined by social, cultural and gender-orientated responsibilities (Asian Development Bank, 2013). A key aspect of the capitalist economy is its focus on engaging in labor market activities to reduce poverty, improve living standards, and achieve economic well-being through increased productivity and income generation. In an economic view, the positive approach is to maximize the commercial gain. Hence, the time allocated to non-commercial activity has less priority. Hence, less focus is aimed at non-commercial activities such as daily chores related to household activities and leisure time (Ribeiro & Marinho, 2012). The degree of time allocation on economic wellbeing is a critical determinant defining the indicators of non-commercial wellbeing (Pathiranage et al., 2023).

This study focuses on this significant trade-off between economic and non-economic well-being. It has focused on identifying the determinants leveraging the maritime and logistics sector employees to decide on non-commercial well-being activities, specifically leisure. To simplify on the definition of leisure choice, it defines that leisure is a psychological behaviour that pursue their values, goals and identities (Iso-Ahola & Baumeister, 2023). Research in behavioural economics has defined that the proportion of time apportioning on commercial activities over non-commercial activities has a trade-off between leisure and freedom.

In the perspective of Sri Lanka, from an economic viewpoint, the country is an open economy, and the supply chain is smoothly functioning within the country leading towards a smooth operation of imports and exports. Hence, over the past years after independence, it had led towards a progressive balance of trade. Similarly, Sri Lanka located as a hub in the Asia maritime sea trade route has given prominence as a transshipment and a maritime services hub. This has influenced most of individuals to be focused on maritime and logistics industries. However, considering the logistics and maritime industry is focused on 24x7 and 365 days has led the work-life balance among the professionals in the industry being criticized in the industry. In the maritime and logistics industries, leisure is essential for enhancing crew well-being, guaranteeing safety, and preserving productivity. It promotes work-life balance, draws talent, and lessens stress during lengthy flights, all of which lead to more efficient operations and increased output (Karakansnaki, Pantouvakis, & Vlachos, 2023).

Significant empirical research has focused on the leisure choice of individuals to quantify the trade-off between time allocation for commercial activities and non-commercial activities. However, developing countries as Sri Lanka have limited research focusing on the behavioural economics perspective of leisure choice on an industrial overview considering the constraints in the availability of data. Hence, this research is focused on empirically analysing the leisure choice of the professionals in terms of skilled and experienced employees in the logistics and maritime industry. Focused analysis of the leisure choice of employees in the maritime and logistics industries of Sri Lanka and examining its impact on the economic and non-economic

welfare indicators can assist in national policy interventions, standardize the job standards and effectively address improving quality of life.

This study aims to explore the key determinants influencing leisure choices among employees in Sri Lanka's maritime and logistics sector. Specifically, the research seeks to identify the socio-demographic, economic, and work-related factors associated with employees' leisure preferences, and to examine how these factors shape their decisions regarding leisure activities. Through this analysis, the study provides insights into the underlying variables that impact leisure choices, contributing to a better understanding of employee behaviour in a high-demand industry.

Leisure time is increasingly recognized as a crucial factor in balancing work and personal life. It significantly impacts employees' overall well-being, job satisfaction, and productivity. While research has explored leisure patterns across various populations, the specific leisure activities of those in the demanding maritime and logistics industry remain largely unstudied. This research aims to fill this knowledge gap by examining the factors influencing leisure choices among employees in Sri Lanka's maritime and logistics sector. The insights gained could help maritime and logistics companies implement targeted strategies to improve work-life balance and employee satisfaction, potentially leading to enhanced productivity and reduced turnover rates in the industry.

The maritime and logistics industry is characterized by its demanding nature, with employees often facing long hours, irregular shifts, and high levels of stress. Understanding how these employees spend their leisure time is essential for organizations seeking to improve work-life balance and boost employee morale. This research not only contributes to the existing literature on leisure studies but also provides practical implications for enhancing employee welfare in a critical industry.

## **LITERATURE REVIEW**

### **2.1 Overview**

The motivation of employees to work diligently is central to both economic and social well-being. However, employees encounter a fundamental trade-off between allocating their time to work and engaging in leisure activities (Douglas & Morris, 2007). Time is a critical resource for balancing work and life due to its finite nature, necessitating allocation between work responsibilities and personal or leisure activities. How individuals divide their time between these domains significantly impacts their overall well-being and productivity. Effective time management enables individuals to fulfil work obligations while also enjoying personal time, thereby fostering a healthier work-life balance. The challenge lies in achieving an optimal distribution that enhances both professional performance and personal satisfaction, highlighting the importance of time as a key factor in attaining a harmonious balance between work and life (Prognos, 2003).

Bilancini & Boncinelli (2010) explain that the preference for leisure versus work is a key determinant of utility in both domains. Individuals make decisions on how to allocate their time between work and leisure based on personal preferences, aiming to maximize their overall utility. According to Leon (1962), Labour economics research posits that individuals rely on personal preferences when determining the allocation of their work and leisure time to maximize overall utility. This perspective suggests that individuals make decisions based on their subjective valuations of the benefits derived from both work and leisure activities. By considering factors such as income, job satisfaction, and personal fulfilment from leisure activities, individuals strive to balance their time in a manner that maximizes their overall well-being and satisfaction. This theoretical framework underscores the importance of understanding individual preferences and motivations in the analysis of labour supply and the distribution of work and leisure time. In deciding how to allocate their time between work and leisure, individuals consider their preferences for leisure versus work, taking into account the costs and constraints associated with both activities. This helps them determine the appropriate amount of time to devote to each (Owen, 1976). Hakim (2006) argues a preference for leisure tends to increase the perceived value or satisfaction derived from leisure activities, making them more desirable compared to work. As a result, individuals may experience reduced utility from work since they prioritize leisure over work-related tasks. Conversely, a preference for work enhances the perceived value or satisfaction obtained from work, making work activities more appealing and potentially decreasing the utility of leisure activities. This dynamic reflects how personal preferences can shift the balance of utility between work and leisure, influencing how individuals allocate their time to maximize overall satisfaction.

Based on individual preferences and the concept of expected utility, each person evaluates the trade-offs between increasing or reducing their work time and leisure time. This evaluation involves analysing how changes in the allocation of time between work and leisure affect their overall satisfaction and well-being. Individuals weigh the benefits and costs associated with additional work hours against the benefits and costs of additional leisure time, striving to achieve an optimal balance that maximizes their overall utility (Dunn, 1979). Opportunity cost is a key factor affecting fluctuations in utility and can influence changes in preferences between work and leisure. It represents the value of the best alternative forgone when choosing one activity over another, impacting how individuals allocate their time to maximize overall satisfaction (Larson & Shaikh, 2001). Lilius (2012) proposed that greater resources are required for tasks that are emotionally demanding, complex, and significant. Additionally, a high preference for work is often linked with social comparison and a desire for increased earnings, which may further diminish subjective well-being. According to Wong & Lin (2007), a high preference for leisure can lead to conflicts with work, reducing an individual's utility in the work domain. This work-to-leisure conflict is a key reason why a strong preference for leisure negatively impacts job satisfaction. Contrary to expectations, extended working hours and overtime do not necessarily result in lower satisfaction. Increased

working hours and overtime can have positive effects on both job and life satisfaction for some individuals.

However, the desire to reduce working hours can negatively impact job and life satisfaction, as it may signal dissatisfaction with the current work arrangement or unmet personal needs. This suggests that while more hours can be associated with increased satisfaction for some, a strong desire to decrease working hours often reflects underlying issues that affect overall well-being (Hanglberger 2010). Wooden et al. (2009), explain, that an overview of job satisfaction across 31 European countries reveals varying patterns of explanation. Specifically, the negative effects of working hours on job satisfaction are less pronounced in countries with lower levels of welfare support. This suggests that in nations with less comprehensive welfare systems, employees may experience fewer detrimental effects from extended working hours, potentially due to differing expectations or coping mechanisms associated with lower levels of social support. Clark (2005), highlights the importance of job characteristics across 19 OECD countries, suggesting that working hours are a critical factor primarily when there is a discrepancy between actual and desired working time. In high-welfare countries, the ability to control one's work schedule has a more pronounced impact on job satisfaction, while in other contexts, the alignment between actual and preferred working hours plays a more crucial role.

Kraaykamp & Gils (2009) argue the amount of time individuals allocate to paid work is a significant factor contributing to a time squeeze, yet it is the least flexible compared to other activities. Household chores and errands can be performed at various times throughout the day, offering greater flexibility. In contrast, paid labour typically requires adherence to a fixed schedule, which limits the ability to adjust work hours. When individuals experience a shortage of time for leisure activities, they may economize on tasks such as cleaning, childcare, shopping, or education, or they may outsource these responsibilities to create more leisure time. This inherent flexibility of non-work activities contrasts with the rigidity of paid employment. Therefore, the most substantial impact on time allocation is expected to result from the individual's level of participation in the labour market. According to Lu and Hu (2005), a significant relationship between personality traits, leisure satisfaction, and happiness. Specifically, individuals who experience higher levels of leisure satisfaction meaning they derive more enjoyment and fulfilment from their leisure activities tend to report higher levels of overall happiness. This positive relationship suggests that how well individuals enjoy and engage in their leisure time can significantly influence their general sense of well-being. Furthermore, personality traits may also play a role in how leisure satisfaction affects happiness, with certain personality characteristics potentially enhancing or moderating this relationship. Overall, the findings highlight the importance of leisure satisfaction in contributing to an individual's overall happiness and well-being.

## **2.2 Theoretical Framework**

### **2.2.1 Neo-Classical Economics**

Neoclassical economic analysis posits that the allocation of time between work and leisure is driven by individual decision-making. Rational utility-maximizing consumers face a continuous choice regarding how to distribute their time among leisure, paid work, and obligatory activities (such as household chores, personal hygiene, and sleep). Paid work is regarded as a form of disutility, necessitating compensation in the form of income to incentivize individuals to forgo leisure time. Under the assumption that obligatory time remains constant, the primary decision for individuals is between paid work and leisure, involving an income/leisure trade-off. The opportunity cost of leisure is represented by the potential earnings forgone. Rational actors will participate in the labour market and continue working only if the income benefits outweigh the benefits of leisure time (Gratton & Taylor, 2004). If an individual decides to enter the labour market, it indicates that the initial hours of paid work are valued more than the leisure hours they replace. The subsequent decision involves determining the optimal number of hours to work. Economists have long pondered how people divide their time between work and personal life. Since at least 1920, when Alfred Marshall first explored this concept, it's been understood that individuals weigh the potential rewards of work, such as the ability to buy things, against the downsides, like tiredness and boredom. Essentially, people decide how much time to dedicate to earning a living and how much to spend on rest, fun, household tasks, and personal relationships (Douglas & Morries, 2007). When pursuing utility, both the income effect and the substitution effect influence decision-making. The income effect occurs when an individual perceives that higher income enables greater consumption of leisure, thereby achieving more utility. Conversely, the substitution effect arises when an increase in wages incentivizes an individual to work more hours, aiming to earn additional utility ((Leon, 1962)

### **2.2.2 Conservation of Resources Theory**

According to Conservation of Resources (COR) theory, employees accrue resources in the leisure domain while expending or depleting resources in the work domain. Abundant resources are associated with increased comfort and reduced stress. In line with labour economics, utility is enhanced when employees have a preference for leisure time over work, even if the total time spent on both domains remains constant. In this context, the utility derived from leisure aligns conceptually with the resources described in COR theory, reflecting the positive impact of leisure on overall well-being. Based on COR theory, individuals with a higher preference for leisure are better able to accumulate resources within the leisure domain. As a result, a strong preference for leisure positively influences leisure satisfaction (Lin et al., 2013).

### **2.2.3 Stress and Coping Theory**

The spillover and compensation hypotheses provide frameworks for understanding the influence of work experiences on leisure activities. The spillover hypothesis

suggests that the qualities, characteristics, and attitudes associated with work tasks are reflected in an individual's leisure choices. For example, an individual engaged in highly stimulating work may seek out similarly engaging and socially beneficial leisure activities. Conversely, a more pessimistic view of spillover posits that negative attitudes or feelings of disconnection experienced at work may carry over into leisure activities, potentially leading to a continuation of dissatisfaction or disengagement during leisure time (Wilensky, 1960). The patterns of extension, opposition, and neutrality describe different relationships between work and leisure activities. Consistent with the spillover hypothesis, the extension pattern occurs when attributes, qualities, and skills utilized in work are also reflected in leisure activities. In contrast, the opposition pattern aligns with the compensation hypothesis, wherein work and leisure are distinctly different and clearly demarcated from one another. Parker's third pattern, neutrality, denotes a situation where work and leisure are neither similar nor dissimilar, with no significant relationship existing between them (Parker, 1983).

#### **2.2.4 Role Theory**

According to Ananian & Janke (2010), Leisure is essential to health and well-being throughout the lifespan. During retirement, leisure styles and patterns become particularly salient due to the significant nature of this life transition. Due to increased free time and the cessation of work roles, retirees are more likely to reshape their lifestyles, including how they manage their time and financial resources, as well as their perspectives on the world (Kaynak & Kara, 2001) Leisure plays a significant role in facilitating retirement by contributing to various aspects of retirees' lives, including their sense of identity, social relationships, and overall health. While leisure activities do not guarantee positive outcomes, they have been shown to promote health and well-being. Additionally, leisure activities assist retirees in managing their time effectively and coping with negative life events (Dupuis & Alzheimer, 2008). Havighurst (1973) explains, that with the increasing amounts of free time throughout adult life, particularly after the demands of the worker role diminish, a set of expectations and norms for free-time activity is emerging. Ethics of leisure is evolving to parallel the long-established ethics of work and family that have dominated Western society over the past century.

#### **2.3 Empirical Framework**

According to Kleiber (2000), Leisure is typically categorized into passive and active forms. Passive leisure involves states of relaxation, openness, contentment, serenity, and calmness. In contrast, active leisure encompasses adventure activities and recreational pursuits. While active leisure is invigorated by the excitement of active engagement, it often begins with relaxation and comfort. The opportunity cost of reallocating work time for increased leisure motivates employees to extend their working hours in pursuit of greater financial rewards. Moreover, employees who engage in longer work hours often have additional resources to allocate toward leisure activities, without necessarily diminishing their working time. This trade-off results in higher earnings but also entails increased working hours and reduced opportunities

for leisure engagement. Achieving a work-life balance is a critical objective that individuals should strive for in their lives (Brett & Stroh, 2003). Roan and Diamond (2003) explain that work-life balance involves managing time and effort between professional duties and personal activities, such as leisure and family commitments, to ensure neither aspect overwhelms the other and to support overall well-being. Neglecting an employee's leisure time can result in burnout, a condition where the individual feels emotionally drained and overwhelmed by work. This state of exhaustion often leads to a sense of detachment from work and colleagues, where the person becomes cynical or indifferent. Additionally, it can cause a decreased sense of personal achievement and effectiveness, as employees struggle to find fulfilment in their roles (Wong and KO, 2009).

Wang, Qu, Jing-Yang & Yang (2020), highlight high preference for work can positively impact job satisfaction while negatively affecting leisure satisfaction. Employees with a strong work preference may not seek additional leisure benefits, as leisure is not a primary concern for them. They might even experience feelings of guilt or perceive leisure activities as a waste of time, detracting from their overall satisfaction with leisure. Work-to-leisure conflict contributes to the negative impact of leisure preference on job satisfaction. Implementing a leisure perks system can address this issue by improving employees' leisure satisfaction, enhancing enjoyment in the workplace, and reducing overall job dissatisfaction (Wong & Lin, 2015).

## **METHODOLOGY**

The methodology section of this study focuses on the research approach employed to achieve its objectives. The study utilizes a quantitative research approach, specifically logit regression analysis, to identify the factors influencing employees' choice of leisure over work. It will adopt a deductive approach, beginning with the hypothesis that certain socioeconomic, demographic, and job-related factors influence employees' leisure choices. Variables such as age, gender, income level, marital status, work hours, and work-life balance policies will be considered based on the findings of the literature review.

This study adopts a cross-sectional survey strategy to collect the primary data from the employees who are employed in the maritime and logistics sectors in Sri Lanka. Survey research strategy, ideal for quantitative research. Survey research collects data from a sample through structured questions, providing quantitative information for analysis. (Ponto, 2015). The survey will gather detailed information on demographics, education, work experience, job roles, job satisfaction, work hours, Number of dependents, availability of institutional work-life balance policies, and income levels to determine the factors influencing the leisure choice of the employees. This survey strategy aligns with the study's objectives by offering a structured method to gather and analyse data, enabling meaningful conclusions and research objectives.

The population of this sample consists of employees working in the maritime and logistics industry in Sri Lanka. The sample was selected based on the snowball



sampling method to ensure representation across different sub-sectors within the maritime and logistics industry, such as port operations, shipping, warehousing, and transportation. This technique involves initial respondents referring other potential participants, which facilitates reaching a larger and more varied sample. Snowball sampling is particularly advantageous in this context as it ensures broader coverage and inclusion of a wide range of employees, thereby improving the reliability and representativeness of the data. The expected sample size for this study is 400 participants. This number is selected based on the need to achieve a high level of statistical power and precision in the analysis. A sample of 400 participants allows for the detection of subtle differences and relationships within the data, which is crucial for identifying and understanding the factors contributing to the gender wage gap.

Table 3.1 summarizes the description of the variables employed by this study to achieve its objectives.

**Table 3.1: Table of Variables and Descriptions**

Variable	Description and Relevance
Leisure Choice	Binary variable “Whether the employee prefers leisure over work” (1 = Yes, 0 = No)
Experience	Continuous Variable (Number of Years).
Gender	Categorical variable (1 = Male, 0 = Female)
Log Hourly Income	Continuous Variable
Marital Status	Categorical variable indicating marital status (0 = Unmarried, 1 = Married, 2 = Other).
Work Hours	Continuous variable (average hours worked per week)
Work-Life Balance Policies	Binary Variable (1 = Yes, 0 = No)
Number of Dependents	Continuous variable.

*Source: Developed by author*

In order to identify the factors contributing to the choice of leisure of the employees in the maritime and the logistic sectors, a binary logistic regression analysis will be conducted, where the dependent variable will be “whether the employees prefer work over leisure” is binary in nature and takes the value of 1 if a person is willing to choose leisure and “0” if otherwise. The model is specified as below:

$$\text{Logit}(x_i) = \ln\left(\frac{x_i}{1-x_i}\right) = \beta_0 + \beta_1 \text{Age}_i + \beta_2 \text{Gender}_i + \beta_3 \text{Marital Status}_i + \beta_4 \text{Dependents}_i + \beta_5 \text{Work Hours}_i + \beta_6 \text{Experience}_i + \beta_7 \text{Income}_i + \beta_8 \text{Work-Life Balance Policies}_i + \epsilon_i$$

Upon the estimation of the model using STATA, the significance of the coefficients was tested to determine which factors significantly influence leisure choice. Marginal effects were calculated to interpret the impact of each independent variable on the probability of choosing leisure. With the results derived from this model, this study identifies the probability or likelihood of selecting leisure over work.

## RESULTS AND DISCUSSION

### 4.1 Descriptive analysis

This study was conducted to analyse the determinants of leisure choice among the workers in the maritime and logistic industry of Sri Lanka. Despite the same size determined as 400 individuals who are currently employed in the logistics and maritime industry, only 390 responses were gathered during the data collection period, and none of them were excluded because all of them were filled out completely and precisely. Accordingly, all the gathered responses are usable for this statistical examination, indicating a response rate of 97.5%.

**Table 2: Sample Characteristics by Gender**

Variable		Number	Percentage
Gender	Male	227	58.21
	Female	163	41.79
	<b>Total</b>	<b>390</b>	<b>100.00</b>

*Source: Survey data (2024)*

An extensive descriptive analysis was carried out to uncover the defining characteristics of the sampled population. In light of the data presented in Table 2, it is evident that out of the 390 survey participants, 227, accounting for 58% of the total respondents, were male, while 163, constituting 42% of the total sample, were female. This prevalence of male respondents underscores the gender disparity within the logistics and maritime industry, potentially influenced by physically demanding roles and enduring gender norms, findings congruent with prior research (MacNeil & Ghosh, 2017; Bulmer et al., 2021; ESCAP, 2022). Analysis of the marital status of the respondents revealed that half were unmarried, and 175 individuals, representing 44.87% of the total cohort, were presently married. Notably, 4.36% of the respondents indicated a status other than unmarried or married, signifying their previous marital status separated, divorced, or widowed. To ensure comprehensive industry representation, the study encompassed all principal company types within the maritime sector, reflecting the industry's considerable diversity in Sri Lanka. The data demonstrated that the largest proportions of respondents were affiliated with ship tramp agency companies (26.41%) and freight forwarding companies (25.64%), followed by warehousing (17.95%), ship agency line (15.64%), and supply chain management (14.36%). This widespread distribution underscores the industry's multifaceted nature and the broad spectrum of services and operations it encompasses.

The majority of the surveyed participants fall within the 25-35 years age category (40.77%), followed by the 35-45 years category (25.38%) and the 45-55 years

category (16.15%). Work-life balance policies significantly influence employees' leisure preferences, with 68% of the respondents employed in organizations supporting such policies.

**Table 3. Descriptive Analysis Hourly Wages and Usual Working Hours**

Variable	Observations	Mean	Std. Dev.	Min	Max
Usual Working Hours (Weekly)	390	44.53	5.75	40.00	60.00
Hourly Wage (Rs.)	390	952.98	628.81	114.80	4613.10

*Source: Survey data (2024)*

As per existing literature, both hourly wages and typical working hours are recognized as influential factors in employees' decision-making processes regarding leisure. According to Table 3, the average number of hours worked by an employee per week is 44.53, with a standard deviation of 5.75. This suggests that employees typically work around 44 to 45 hours per week, with some variation. The standard deviation indicates that while most employees work close to the average, there are differences in weekly hours. The minimum recorded working hours are 40, and the maximum is 60. In addition, the research examined the hourly wage of employees, reporting an average value of Rs. 952.98 and a standard deviation of Rs. 628.81. This average suggests that employees earn roughly Rs. 953 per hour. The standard deviation highlights significant variability in hourly wages among employees, further evidenced by the minimum hourly wage of Rs. 114.80 and the maximum of Rs. 4613.10.

#### 4.2 Logistic Regression Analysis<sup>1</sup>

This section of the study is focused on conducting an in-depth analysis of the determinants of leisure choice among employees in the maritime and logistic industry of Sri Lanka. Utilizing variables identified through a literature survey, two models were developed: the first comprised age and household factors, and the second encompassed socio-economic and household factors. Regression output results are displayed in Table 4 (coefficient) and Table 5 (odds ratio). A VIF test was conducted to assess multicollinearity among the variables, confirming the absence of a relationship between the variables used in determining employees' leisure choices.

Both coefficient analysis and odds ratio analysis were utilized to meet the study objectives. The results from both models are statistically significant at a 1% confidence level, indicated by the (prob> chi2) value being less than 0.01. Given that logistic regressions use maximum likelihood, they utilize pseudo-R-squares instead of R-squares in OLS models. The second model exhibited the highest pseudo-R-square value of .302, explaining 30% of the variability in the dichotomous dependent variable ("Whether the employee prefers leisure over work" (1 = Yes, 0 = No)), collectively expounded by the independent variables.

<sup>1</sup> Please refer the Appendix Table 4 and 5 for Regression Output Tables

There is a positive relationship between the age of the employees and the likelihood of choosing leisure over work. The age category of 46-55 years is statistically significant at a 1% level in both models. The age category of 46-55 years has a coefficient value of 2.40 in the final model explaining that the log odd of choosing leisure increased by 2.40 for the employees in the 46-55 category compared to the employees in the reference category of age 16 – 25 years. Based on the odd ratio analysis, the age category of 46-55 has an odd ratio of 9.1 indicating that the employees in the 46-55 age category are 9.1 times more likely to choose leisure over work compared to employees in the 16-25 category. This trend of adult employees selecting leisure over work can be seen in other studies as well. Hakim (2002) also found out that the leisure preferences of people shift with age. According to the results, older workers who are getting close to retirement prefer leisure since they are less stressed and tired from their jobs. This is a noteworthy trend that is consistent with work-life balance theories. On the other hand, younger workers (those between the ages of 26 and 35) show a positive but statistically insignificant correlation with leisure, indicating that they prioritize their professional development. Ambition and outside variables, such as workplace culture, may have an impact on this. As a result, younger workers have a more nuanced relationship with leisure than older workers, which highlights the disparities in priorities between generations.

Based on the findings of the study, it is evident that there is a positive relationship between females and the probability of selecting leisure over work. The coefficient value for females is 0.811 and that is statistically significant at a 5% level. The log odd value of 0.811 indicates that the choice of females to choose leisure is increased by 0.811 compared to males. Based on the odd ratio analysis it can be explained that females are two times more likely to choose leisure over work compared to males as the odd ratio for the female is 2.17. Findings of Houston and Marks (2003), identified that women, particularly with children seek more leisure over work in order to engage more in household activities. This supports the notion that female employees may prefer leisure, particularly if they bear more caregiving responsibilities. Besides that, Marital status has an insignificant effect in most cases except for those classified as "Other" (divorced, widowed), where the coefficients indicate a higher likelihood of choosing leisure.

A positive relationship can be seen between the Number of Dependents and the likelihood of choosing leisure over work. This positive relationship is statistically significant at 5% level in the second model. The number of dependents has a coefficient value of 0.337 explaining log odd of choosing leisure increased by 0.337 when the number of dependents is increased by one. Based on the odd ratio analysis it can be interpreted as an employee with a given number of dependents is 1.4 times likely to choose leisure over work compared to the employees having one dependent less. This can be accepted as with the number of dependents increasing family responsibilities and obligations are increasing. As a result, employees with dependencies have a tendency to select leisure over work and this is common in many industries.

As the previous variable, weekly working hours also have a positive relationship with the probability of choosing leisure over work. However, that is only significant at the 10% level. As expected, employees working longer hours are more likely to value leisure time, as indicated by the odds ratio. This suggests that extended work hours contribute to burnout, making leisure a more attractive option.

Experience is positively associated with choosing leisure, with an odds ratio of 1.36. This indicates that employees with more years of experience might lean toward leisure as they have likely reached a point in their careers where work demands decrease, or they have more job flexibility according to the labour-leisure model.

For workers in the maritime and logistics sectors, log hourly salaries are positively correlated with their propensity to choose leisure over labor. Employees who make more than 1% less are 28.95 times more likely to prioritize leisure, with a 1% rise in hourly salary translating into a 3.09 increase in log odds for choosing leisure. This is in line with the labor supply theory's negative income effect, which states that people can work fewer hours and still make the same amount of money if they receive greater salaries. Their inclination for leisure is further supported by the fact that workers in this area often put in 44–45 hours per week and make more money than those in other industries. They can afford to devote more time to leisure pursuits as their income increases, underscoring the relationship between pay, working hours, and leisure preferences.

Availability of the policies to support work-life balance has a negative relationship with the choice of leisure over work. Log odd of -0.845 is statistically significant at the 1% level. The maritime and logistics industry is a 24/7 365 365-day working industry. Most of the companies within this industry tend to have work-life balance policies such as “flexible working hours” and “work from home” policies. As a result of that employees have more flexibility to engage in leisure besides work. Therefore, a negative relationship can be seen between the availability of work-life balance policies and the likelihood of choosing leisure over work.

### **4.3 Diagnostic Tests**

As in the previous section of this study, the logistic regression analysis was conducted to determine the factors that impact the choice of leisure over work for the employees in the maritime and logistics sectors in Sri Lanka. LR test was conducted to assess the fit of the two models. Hence the P value of the LR test is 0000 (P value<0001) can be concluded that the second model fit significantly better than model one.

## **CONCLUSION**

The study has provided a comprehensive analysis of the factors influencing leisure choices among employees in Sri Lanka's maritime and logistics sector, shedding light on several significant determinants. Age plays a crucial role, with employees in the 46-55 age group exhibiting a marked preference for leisure over work. This trend suggests that as employees approach retirement, they prioritize leisure activities more, likely due to a shift in life priorities and a desire to enjoy personal

time. Similarly, gender significantly influences leisure preferences, with female employees showing a greater inclination towards leisure than their male counterparts. This is often attributed to increased caregiving responsibilities, which make leisure time more valuable and necessary for balancing work and family life. Overall, the findings indicate that both age and gender are essential factors in shaping leisure preferences in the maritime and logistics sectors, underscoring the need for policies that accommodate the unique needs of these diverse employee groups..

Moreover, the study revealed that marital status, particularly for individuals categorized as "Other" (such as divorced or widowed), also influenced leisure choices, with these employees being more likely to prioritize leisure. The number of dependents was another key determinant, as employees with more dependents tended to choose leisure more frequently, likely due to the heightened family responsibilities that require a balance between work and personal life. Additionally, employees who worked longer hours were found to have a stronger preference for leisure, which can be attributed to factors like burnout and the need for recovery time. Experience and hourly wages also played significant roles in leisure choices. Employees with more experience were more likely to choose leisure, which may be linked to reduced work demands or increased job flexibility that comes with seniority. Interestingly, higher hourly wages were strongly associated with a preference for leisure, suggesting a negative income effect on labour supply, where employees prioritize leisure as their income increases.

The study also uncovered a surprising finding regarding work-life balance policies. Contrary to expectations, the availability of such policies had a negative relationship with leisure choice. This may be due to the 24/7 nature of the maritime and logistics industry, where these policies might provide more flexibility and work-life integration, but not necessarily result in more leisure time.

These findings have important implications for companies in the maritime and logistics sector. Organizations should consider implementing HR policies that address the specific needs of different age groups and genders, ensuring that their initiatives are aligned with the unique demands of the industry. Work-life balance policies, while crucial, may need to be reevaluated to ensure their effectiveness in promoting genuine leisure time. Furthermore, competitive compensation and benefits packages can play a key role in attracting and retaining talent, particularly in sectors characterized by demanding work schedules.

The study also opens avenues for future research. There is a need for longitudinal studies that can provide deeper insights into how leisure choices evolve and their long-term implications on employee well-being, productivity, and job satisfaction. Additionally, exploring the role of cultural factors specific to Sri Lanka could offer a richer understanding of how cultural norms and values influence leisure choices.

In conclusion, this study offers valuable insights into the determinants of leisure choices among employees in the maritime and logistics sector in Sri Lanka. By understanding these factors, organizations can develop more effective HR policies

and create a work environment that better supports their employees' well-being, ultimately contributing to enhanced organizational effectiveness.

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## APPENDIX

**Table 4. Logistic Regression Results (Coefficients)**

	Model 1	Model 2
Age (Ref: 16-25 years)		
26-35 years	.34 (.406)	.14 (.459)
36-45 years	.85 (.417)	.67 (.475)
46–55 years	2.05*** (.439)	2.40*** (.501)
Gender (ref: Male)		
Female	-.45* (.256)	.811** (.367)

Marital Status (Ref: Unmarried)		
Married	.04 (.309)	
Other	1.89** (.612)	
Number of Dependents	.312** (.168)	.377** (.179)
Weekly Working Hours		.043* (.026)
Experience (Number of Years)		.314* (.165)
Log Hourly wage		3.095*** (.83)
Work-Life Balance Policy (Ref: No)		
Yes		-.845*** (.297)
Constant	-2.995*** (.405)	-13.735*** (2.996)
Observations	390	390
Pseudo R <sup>2</sup>	.119	.302

*Standard errors are in parentheses*

\*\*\*  $p < .01$ , \*\*  $p < .05$ , \*  $p < .1$

**Table 5. Logistic Regression Results (Odd Ratios)**

	Model 1	Model 2
Age (Ref: 15-25 years)		
26-35 years	1.40 (.571)	1.16 (.510)
36-45 years	2.35 (.980)	1.90 (.867)
46-55 years	7.83*** (.3.43)	9.19*** (.501)
Gender (ref: Male)		
Female	.59* (.155)	2.17** (.794)
Marital Status (Ref: Unmarried)		
Married	1.04	

	(.324)	
Other	6.63**	
	(4.061)	
Number of Dependents	1.53**	1.41**
	(.277)	(.236)
Weekly Working Hours		1.05*
		(.026)
Experience (Ref: Less than 12 Months)		1.36*
		(.227)
Log Hourly wage		28.95***
		(25.21)
Work-Life Balance Policy (Ref: No)		
Yes		.45***
		(.131)
Constant	.16***	5.82e-07***
	(.064)	(1.78e-06)
Observations	390	390
Pseudo R <sup>2</sup>	.119	.302

*Standard errors are in parentheses*

\*\*\*  $p < .01$ , \*\*  $p < .05$ , \*  $p < .1$