

**THE IMPACT OF WORK-LIFE BALANCE ON THE JOB
SATISFACTION OF WORKING WOMEN IN BANKING
SECTOR: A COMPARATIVE STUDY BETWEEN STATE AND
PRIVATE BANKS**

**(WITH SPECIAL REFERENCE TO SELECTED STATE AND
PRIVATE BANKS IN AMPARA)**



By

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ABSTRACT

This study examined the impact of work-life balance on the job satisfaction of working women in the banking sector with a comparison between state and private banks, with special reference to selected state and private banks in Ampara. The independent variable of this study is work-life balance and the dependent variable is job satisfaction. The work-life balance consists of three dimensions of work stress, management support and family support. This research study relies on a data set derived from its survey of 100 women employees (staff assistants) who are working in selected state and private banks in Ampara.

A structured questionnaire was used as the method of data collection. The simple random sampling method was used to make the sampling framework and quantitative research approach used for this research study. This research has three objectives. So, the data were analyzed using descriptive statistics, correlation and simple regression analysis to achieve the objectives. The result shows that work-life balance, consisting of work stress has a significant negative impact on job satisfaction and management support and family support has a significant positive impact on job satisfaction.

According to the findings, there is a positive impact and relationship of work-life balance on job satisfaction. According to this, banking women should have a work-life balance to enhance their job satisfaction and then, it will help to improve the performance of the banking sector.

Keywords: Work-Life Balance, Job Satisfaction, Work Stress, Management Support, Family Support, State Banks, Private Banks

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