

**LIFE DOMAIN BIDIRECTIONAL CONFLICT AND EMPLOYEE  
WELL-BEING**



By:

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## ABSTRACT

This study explores the phenomenon of work-family conflict and its effect on employee well-being among police personnel in Bandarewela division Sri Lanka. The system is unique in many ways; like police personnel face high political interference in their day-to-day functioning, face very high job demands, work and live in unhygienic conditions, and receive very little support from higher authorities. These atypical working and living conditions of police personnel make it interesting and informative to understand their work and family life. The present study contributes in this direction by investigating the relationship of work-family conflict and employee well-being with the mediating effect of psychological distress among police personnel in Sri Lanka.

The Conceptual model is developed based on the existing literature. Primary data that has been used for the study were obtained from 277 police officers who are working police department in Bandarawela division. The collected data has been analyzed by using descriptive statistics, correlation analysis, regression analysis, and mediation analysis. The result indicated that work-family conflict, family-work conflict and, psychological distress were high levels and employee well-being was low level in the police department. Also result indicated a significant positive relationship between work-family conflict and psychological distress, family-work conflict, and psychological distress and a significant negative relationship between psychological distress and employee well-being, work-family conflict and employee well-being, family-work conflict and employee well-being. As well as there is significant positive impact of work-family conflict on psychological distress, family-work conflict on psychological distress and significant negative impact of psychological distress on employee well-being, work-family conflict on employee well-being and family-work conflict on employee well-being. The result indicated that partially mediation influence of psychological distress among work-family conflict/family-work conflict and employee well-being.

As a result of this study, this understanding may be helpful for the police department to take necessary action in order to alleviate the work-family conflict/family-work conflict and its negative consequences.

**Keywords:** Work-Family Conflict, Family-Work Conflict, Psychological Distress, Employee Well-being, Police Officers

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