



## Work-Life Balance in Dual-Income Households: A Comprehensive Socio-Psychological Study in Sri Lanka

<sup>1</sup>W. A. S. Wijekoon & <sup>2</sup>G. W. P. Prasad

<sup>1,2</sup>Department of Sociology, University of Sri Jayewardenepura, Sri Lanka

Corresponding Author: [subasinghe@sjp.ac.lk](mailto:subasinghe@sjp.ac.lk)

### ARTICLE DETAILS

**Research Paper**

**Accepted:** 17-04-2025

**Published:** 10-05-2025

#### Keywords:

*Work-life balance, Dual-income, Socio-psychological impact, Family well-being, Sri Lanka*

### ABSTRACT

This research investigates the intricate dynamics of work-life balance in dual-income households in Sri Lanka. The study leverages a mixed-methods approach, combining quantitative surveys and qualitative interviews from a representative sample of 200 households in Kottawa East and Avissawella GNDs. By examining these dynamics through culturally sensitive theoretical frameworks—including boundary theory, spillover theory, and conservation of resources theory—the research delves deep into the socio-psychological factors influencing family well-being and individual satisfaction. The findings reveal that while dual-income arrangements provide financial stability, they also introduce significant challenges, such as extended working hours, stress, and reduced family time. Notably, spousal support emerges as a cornerstone in fostering work-life harmony, as evidenced by the 79.5% of participants who reported shared domestic responsibilities. However, the 20.5% who lack such support face heightened stress, emphasizing the critical role of equitable household labor in achieving family happiness. Additionally, joint decision-making—observed in 97% of households—promotes egalitarian family structures, which strengthen communication and mutual respect. Distinctive to the Sri Lankan context, the study underscores the interplay between traditional gender roles and modern economic pressures, especially in a resource-constrained environment exacerbated by the post-COVID-19 economic

crisis. The research highlights the necessity of employer interventions, flexible work policies, and culturally informed public initiatives to mitigate work-family conflict. It concludes with practical recommendations for fostering a balanced integration of professional and personal domains, contributing to enhanced family cohesion and societal well-being in Sri Lanka.

---

**DOI : <https://doi.org/10.5281/zenodo.15405956>**

---

## 1. Introduction

In the contemporary global economy, the proliferation of dual-income households has emerged as a significant socioeconomic phenomenon, reshaping traditional family structures, gender roles, and work-life dynamics. This transformation is particularly pronounced in developing nations like Sri Lanka, where rapid economic liberalization, urbanization, and evolving social norms have catalyzed substantial changes in household earning patterns (Opatha, 2019). As Sri Lanka continues to navigate its post-conflict economic development trajectory and integration into global markets, understanding the complex interplay between professional and personal domains in dual-income households has become increasingly vital for policymakers, organizations, and families alike.

Work-life balance (WLB), conceptualized as the harmonious integration of work and non-work domains that minimizes role conflict while optimizing well-being across life spheres (Clark, 2000), has garnered substantial scholarly attention in Western contexts. However, research examining this phenomenon within the unique socio-cultural landscape of Sri Lanka remains notably sparse. This research gap is particularly problematic considering that Sri Lanka's distinct cultural heritage—characterized by collectivistic values, strong family orientation, and historical gender norms—creates a unique environment for negotiating work-family boundaries that likely differs substantially from Western experiences (Niles & Goonewardene, 2013).

Sri Lanka presents a fascinating case study for examining work-life balance dynamics due to several distinctive characteristics. The country exhibits one of South Asia's highest female labor force participation rates, standing at approximately 34.9% as of 2022, though this represents a decline from previous decades (Department of Census and Statistics, 2023). Additionally, Sri Lanka boasts exceptional human development indicators relative to regional counterparts, including high literacy rates



exceeding 92% for both men and women, and progressive maternal health policies (UNDP, 2022). Nevertheless, deeply embedded cultural expectations regarding gender roles persist alongside modern economic necessities, creating potential tensions between professional advancement and domestic responsibilities, particularly for women (Adikaram, 2018).

The current socioeconomic landscape in Sri Lanka has been shaped by multiple forces, including the aftermath of a 26-year civil conflict that ended in 2009, the COVID-19 pandemic's disruptive impact on work arrangements, and the severe economic crisis that began in 2022, leading to unprecedented inflation rates and resource shortages (World Bank, 2023). These challenges have intensified pressures on households, potentially exacerbating work-life conflicts while simultaneously necessitating dual incomes for many families simply to maintain financial stability. Furthermore, Sri Lanka's expanding service sector, growing technology industry, and increased integration into global value chains have introduced new work norms and expectations that may clash with traditional social structures (Gunawardana, 2021).

This study aims to address critical knowledge gaps by conducting a comprehensive socio-psychological examination of work-life balance experiences among dual-income households in Sri Lanka. Rather than uncritically applying Western theoretical frameworks, this research adopts a culturally sensitive approach that acknowledges the unique historical, social, and economic contexts shaping Sri Lankan families' experiences. By employing an integrated theoretical lens that draws upon boundary theory (Ashforth et al., 2000), spillover theory (Grzywacz & Marks, 2000), and conservation of resources theory (Hobfoll, 2001), this investigation seeks to elucidate the complex mechanisms through which Sri Lankan dual-earner couples negotiate boundaries between work and family domains.

The significance of this research extends beyond academic interest to address pressing societal concerns. As Sri Lanka continues its economic development trajectory, understanding how families navigate competing demands between professional and personal domains becomes essential for crafting responsive public policies, organizational practices, and social support systems. Moreover, insights from this study may inform workplace interventions and family support initiatives designed to enhance well-being, productivity, and gender equity within the unique Sri Lankan context. Failure to address work-life balance challenges may not only undermine individual and family well-being but could potentially compromise national development objectives by constraining workforce participation and productivity (Kailasapathy & Metz, 2012).



Recent research by Jayasekara and Senanayake (2022) indicates that Sri Lankan dual-income households face distinct challenges that differ substantially from their Western counterparts, including extended family obligations, limited institutional childcare options, and culturally specific gender role expectations that persist despite women's increased workforce participation. Furthermore, Perera et al. (2020) document significant physical and psychological health consequences associated with work-life imbalance in the Sri Lankan context, including elevated stress levels, reduced job satisfaction, and diminished family cohesion. These findings underscore the urgency of developing contextually appropriate frameworks for understanding and addressing work-life balance issues in Sri Lanka.

The theoretical framework guiding this research integrates multiple perspectives to capture the complexity of work-life dynamics in Sri Lanka's cultural context. Drawing on boundary theory, this study examines how individuals create, maintain, and negotiate the psychological demarcations between work and family domains (Nippert-Eng, 1996). This framework proves particularly relevant in the Sri Lankan context, where traditional practices and modern work demands may create boundary conditions markedly different from those observed in Western settings. Additionally, spillover theory provides a lens for understanding how experiences, emotions, and behaviors transfer between work and family domains, potentially creating both positive and negative crossover effects between spouses in dual-earner households (Westman, 2001). Finally, conservation of resources theory offers insights into how individuals manage their limited energetic, temporal, and psychological resources across competing domains, particularly relevant in the resource-constrained environment many Sri Lankan families currently navigate (Hobfoll et al., 2018).

This study employs a mixed-methods research design that combines quantitative surveys with in-depth qualitative interviews to capture both the breadth and depth of work-life balance experiences among Sri Lankan dual-income households. The quantitative component utilizes validated psychometric instruments adapted for cultural appropriateness, while the qualitative dimension incorporates narrative approaches that honor the richness of lived experiences within their cultural context. Particular attention is paid to ensuring representation across socioeconomic strata, geographical regions, and industry sectors to develop a comprehensive understanding of diverse work-life balance experiences across Sri Lankan society.

Through this methodologically rigorous and culturally sensitive investigation, this study aims to make significant contributions to both theoretical knowledge and practical applications. By examining work-

life balance through a distinctly Sri Lankan lens, this research challenges the universality assumptions often embedded in Western-derived theories while developing contextually appropriate frameworks that better capture local realities. Moreover, by identifying both challenges and successful strategies employed by Sri Lankan dual-income households, this study seeks to inform evidence-based interventions at organizational, community, and policy levels that enhance family well-being while supporting economic development objectives.

## **2. Objectives**

1. To determine the factors affecting work-life and family balance in Sri Lanka.
2. To investigate whether these factors are positively and significantly related to work-family balance.
3. To identify the positive relationship between work-life balance and family well-being.
4. To suggest practical methods for mitigating the negative effects of work-family conflict.

## **3. Methodology**

### **3.1 Study Area**

The research was conducted in two demographically diverse areas of the Colombo District:

Kottawa East (496 A) – Urban setting

Avissawella (432) – Semi-rural setting

These sites were selected to capture both urban and rural dynamics influencing work-life balance.

### **3.2 Sampling and Data Collection**

A judgmental sampling method was employed, selecting 100 employed individuals from each GND.

Primary data was collected through structured questionnaires and in-depth interviews, while secondary data was sourced from institutional reports and existing literature.

### **3.3 Data Analysis**

Both quantitative (using SPSS and Excel) and qualitative (manual coding) analyses were conducted.

Techniques included descriptive statistics, chi-square analysis, and regression analysis.

### 3.4 Limitations

- Some participants lacked awareness of the work-life balance concept.
- Sensitivity around personal matters led to partial or guarded responses.

## 4. Results and Discussion

### 4.1 Demographic Overview

Table 4.1: Gender

		Count	N %
Gender	Male	169	91.5%
	Female	31	8.5%
	Total	200	100.0%

Source: Field research data (2022)

The gender distribution in the study sample reveals a significant imbalance, with 91.5% of respondents being male ( $n=169$ ) and only 8.5% female ( $n=31$ ), out of a total of 200 participants. This stark disparity suggests a male-dominated respondent base, which may influence the findings, particularly in areas related to work-life balance, domestic responsibilities, and perceptions of spousal support. Such a skewed sample underscores the importance of considering gender representation when interpreting the results, as the perspectives and experiences of women may be underrepresented.

Table 4.2: Employment status of the respondents

		Count	Column N %
Employment status of the respondents	yes	200	100.0%
	no	0	0.0%
	Total	200	100.0%

Source: Field research data (2022)

The data indicates that 100% of the respondents ( $n=200$ ) are employed, highlighting that the study exclusively focuses on individuals who are actively participating in the workforce. This full employment rate ensures that the analysis of work-life balance is grounded in the experiences of working individuals,

making the findings particularly relevant to discussions on occupational stress, time management, and family responsibilities. However, it also limits the scope by excluding the perspectives of unemployed or economically inactive individuals, who may face different challenges in balancing family and personal life.

## 4.2 Work Schedules

Table 4.2.1: The time respondents leave home

		Count	Column N %
The time respondents leave for a job	4 -5 a.m.	40	20.0%
	6 -7 a.m.	29	14.5%
	8 -9 a.m.	110	55.0%
	9-10 a.m.	0	0.0%
	no exact time	21	10.5%
	Total	200	100.0%

Source: Field research data (2022)

The data on departure times reveals that a majority of respondents (55%) leave for work between 8–9 a.m., while a significant portion (20%) begin their day as early as 4–5 a.m., indicating a wide variation in work schedules. An additional 14.5% leave between 6–7 a.m., and 10.5% report having no fixed departure time. Interestingly, none of the participants left after 9 a.m., highlighting a general trend toward early work hours. These patterns suggest that many individuals experience early starts to their day, which may contribute to reduced personal or family time in the mornings, potentially impacting daily routines and overall work-life balance.

Table 4.2.2: The respondents leave the office.

		Count	Column N %
The respondents leave from the office	3-5 p.m.	44	22.0%
	6-8 p.m.	98	49.0%
	9-11 p.m.	2	1.0%
	after 11 p.m.	18	9.0%
	not exact time	38	19.0%
	Total	200	100.0%

Source: Field research data (2022)

The data on office departure times shows that nearly half of the respondents (49%) leave work between 6–8 p.m., while 22% finish earlier between 3–5 p.m. Notably, 9% of participants work beyond 11 p.m., and a small fraction (1%) remain at work until 9–11 p.m., indicating the presence of extended work hours for some. Additionally, 19% report no exact time of leaving, possibly reflecting flexible or irregular schedules. These figures suggest that while most follow a conventional workday ending in the evening, a considerable number are affected by late hours or lack of routine, which can lead to fatigue, reduced family interaction, and challenges in maintaining a healthy work-life balance.

Table 4.2.3: Does your spouse have a job?

		Count	Column N %
Does your spouse have a job?	No	52	26.0%
	Yes	148	74.0%
	Total	200	100.0%

Source: Field research data (2022)

The data indicates that a significant majority of respondents (74%) have spouses who are also employed, while 26% report having spouses without jobs. This highlights the prevalence of dual-income households among the study population, reflecting a modern family structure where both partners contribute financially. The high rate of dual employment can have both positive and negative implications: while it may ease financial burdens and promote shared responsibility, it also has the potential to intensify time-related stress, reduce opportunities for rest, and increase the need for effective coordination in managing household and childcare duties.

Table 4.2.4: Does your partner support the household work?

		Count	Column N %
Does your partner support the household work?	no	41	20.5%
	yes	159	79.5%
	Total	200	100.0%

Source: Field research data (2022)



The data reveal that a substantial majority of respondents (79.5%) receive support from their partners in household work, while 20.5% do not. This indicates a strong presence of shared domestic responsibilities in most households, which is a positive sign of cooperation and mutual effort within families. Such support likely contributes to better emotional well-being, reduced stress, and improved work-life balance, especially in dual-income households. However, the 20.5% who lack this support may face increased domestic pressure, which could negatively affect their overall life satisfaction and psychological stability.

Table 4.2.5: If your partner is unsupported in your work, is that a barrier to your family's happiness?

		Count	Column N %
If the partner is unsupported for you, is that a barrier to the family's happiness	yes	171	85.5%
	no	29	14.5%
	Total	200	100.0%

Source: Field research data (2022)

The data indicates that an overwhelming 85.5% of respondents believe a lack of support from their partner in work-related matters is a barrier to their family's happiness, while only 14.5% disagree. This strong consensus underscores the critical role of mutual support in maintaining emotional well-being and family harmony. It suggests that when one partner feels unsupported, it not only increases individual stress but also disrupts the overall happiness and stability of the family unit. These findings emphasize the value of emotional and practical cooperation in sustaining healthy family relationships.

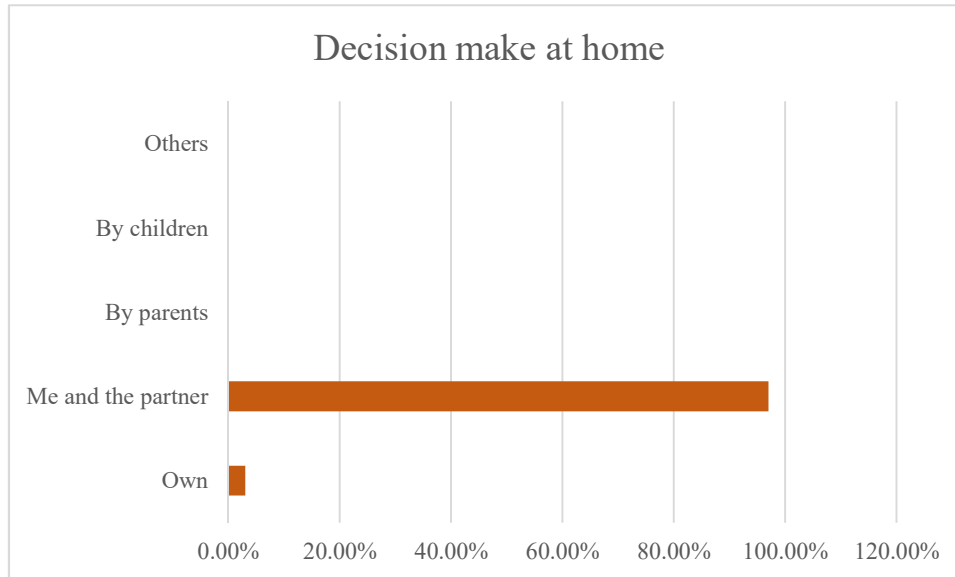
Table 4.2.6: Who makes the decisions at home?

		Count	Column N %
The decision maker of own the family		6	3.0%
	me and the partner	194	97.0%
	by parents	0	0.0%
	by children	0	0.0%
	others	0	0.0%

Total	200	100.0%
-------	-----	--------

Source: Field research data (2022)

Graph 4.2.1: Who makes the decisions at home?



Source: Field research data (2022)

The data shows that in an overwhelming 97% of households, decisions are made jointly by both partners, while only 3% report making decisions independently. No respondents indicated decision-making by parents, children, or others, highlighting a strong trend toward shared responsibility and egalitarian dynamics within families. This high rate of joint decision-making suggests a healthy level of communication, trust, and partnership between spouses, which is essential for emotional stability, mutual respect, and balanced family functioning. It also reflects a shift away from traditional, hierarchical decision-making models toward more collaborative family structures.

## 5. Findings of the study

### Key Findings:

#### 1. Gender Imbalance in the Sample:

- The study sample is predominantly male, with 91.5% of participants identifying as male and only 8.5% as female. This gender disparity suggests a male-dominated respondent base, which may impact the interpretation of the results, particularly regarding



perspectives on work-life balance, domestic responsibilities, and spousal support. The underrepresentation of female respondents should be considered when concluding.

## 2. Full Employment Among Respondents:

- All respondents (100%) are employed, highlighting the focus of the study on individuals actively participating in the workforce. This ensures that the findings are directly relevant to working individuals, particularly concerning issues like occupational stress, time management, and family responsibilities. However, this also limits the scope by excluding perspectives from unemployed or economically inactive individuals, who may face different work-life balance challenges.

## 3. Varied Work Schedules:

- The study shows significant variation in the times respondents leave for work, with 55% departing between 8–9 a.m. and 20% leaving as early as 4–5 a.m. The absence of respondents leaving after 9 a.m. suggests a general trend towards early work hours. These early starts could reduce personal and family time in the mornings, possibly affecting overall work-life balance.
- Similarly, respondents' departure times from work show a tendency for many to work late. Nearly half (49%) leave between 6–8 p.m., while 9% work beyond 11 p.m., indicating that some participants experience long workdays, which can lead to fatigue and limit family interaction and personal time.

## 4. Prevalence of Dual-Income Households:

- A significant majority (74%) of respondents have spouses who are also employed, reflecting the common structure of dual-income households. While dual employment can alleviate financial pressure, it can also exacerbate time-related stress and increase the need for effective coordination of household responsibilities, which might affect work-life balance.

## 5. Shared Domestic Responsibilities:

- A large majority (79.5%) of respondents report receiving support from their partners in household work. This shared responsibility likely contributes to better emotional well-



being and a more balanced work-life experience. However, 20.5% of respondents who do not receive this support may face additional stress, which could hinder their ability to manage both work and family responsibilities effectively.

6. Impact of Partner Support on Family Happiness:

- An overwhelming 85.5% of respondents believe that lack of support from their partner in work-related matters acts as a barrier to their family's happiness. This highlights the crucial role of mutual support in maintaining family harmony and emotional well-being. Without this support, individuals may experience increased stress, which negatively affects family stability.

7. Joint Decision-Making in Households:

- A substantial majority (97%) of households report making decisions jointly, suggesting that family dynamics are generally egalitarian. This collaborative approach fosters communication, trust, and mutual respect between partners, contributing to better emotional stability and a more balanced household.

**6. Recommendations:**

1. Encourage Gender Inclusivity in Future Research:

- Given the significant gender imbalance in the sample (91.5% male and 8.5% female), it is recommended that future studies ensure a more balanced gender representation to capture diverse perspectives, especially on work-life balance and domestic responsibilities. This will help ensure that the experiences of both men and women are equally represented, offering a more comprehensive understanding of the issues at hand.

2. Promote Flexible Work Hours:

- The study shows that many respondents leave for work very early (4–5 a.m.) or return late in the evening (9 p.m. or later). Employers should consider offering more flexible work schedules or options for remote work to allow employees to better balance their personal, family, and professional commitments. This can help reduce the stress caused by long working hours and improve work-life balance.



3. Support for Non-Traditional Work Schedules:

- Given the significant portion of respondents who work irregular or extended hours, organizations should implement policies that accommodate non-traditional work schedules. This could include flexible shifts, the ability to take breaks during extended hours, or offering tools and resources to support employees working late. Such support can help reduce fatigue and improve overall job satisfaction.

4. Promote Spousal Support in Household Responsibilities:

- The majority of respondents (79.5%) report receiving support from their partners in household work, but 20.5% do not. It is important to promote shared domestic responsibilities, especially in dual-income households. Employers and communities can raise awareness about the importance of equitable distribution of household work to reduce stress, promote emotional well-being, and support better work-life integration.
- Couples should also be encouraged to have open discussions about balancing domestic tasks, ensuring that the workload is shared equally.

5. Encourage Employer Support for Family Well-Being:

- As 85.5% of respondents indicated that a lack of partner support in work-related matters could be a barrier to family happiness, employers should create a supportive environment that emphasizes the importance of family life. This could include offering family-friendly policies, counseling services, or support programs that help employees manage their family responsibilities while also excelling in their professional roles.

6. Improve Decision-Making Dynamics in Households:

- With 97% of households making decisions jointly, it is clear that collaborative decision-making is essential for maintaining family harmony. Efforts should be made to promote communication and mutual respect in household decision-making. Workshops or counseling sessions that encourage collaborative problem-solving skills could further strengthen family dynamics.

7. Expand the Study's Scope to Include Unemployed or Economically Inactive Individuals:



- Future studies on work-life balance should include perspectives from unemployed or economically inactive individuals. By understanding the challenges they face in balancing family life, researchers can gain a more comprehensive view of the factors affecting work-life balance across different segments of society.

#### 8. Policy Recommendations for Dual-Income Households:

- Since a large majority of respondents are in dual-income households, it is important for policymakers to consider programs and policies that address the unique challenges faced by such households. This could include access to affordable childcare, paid family leave, and financial literacy programs to help manage the dual responsibilities of work and home life.

#### 9. Employee Well-being Programs:

- Employers should focus on creating well-being programs that support work-life balance. This could include mental health support, stress management workshops, time management resources, and initiatives that encourage a healthy work-life balance. Ensuring that employees feel supported in both their professional and personal lives can lead to better job satisfaction and retention.

#### 10. Cultural Shift Towards Equitable Domestic Roles:

- While this study highlights the importance of partner support in household work, it also reveals the ongoing challenges some face when support is lacking. There should be efforts to create a cultural shift towards more equitable domestic roles, encouraging both men and women to share household responsibilities equally. Education and awareness campaigns could help challenge traditional gender norms and promote more equal participation in family life.

### 7. Conclusion

This study on work-life balance in dual-income households in Sri Lanka provides valuable insights into the challenges and dynamics that working individuals face in balancing their professional and personal lives. The findings highlight several key factors that influence work-life balance, including work schedules, spousal support, and shared domestic responsibilities.



The study reveals a male-dominated respondent base, which suggests a need for more gender-inclusive research in future studies to better capture the diverse perspectives on work-life balance. The analysis shows that most respondents have early and sometimes irregular work hours, which can reduce time for personal and family activities, thus affecting overall well-being. Moreover, the significant prevalence of dual-income households underscores the financial benefits of shared economic responsibilities but also amplifies the stress related to time management and coordination of household duties.

One of the key findings is the importance of spousal support in household responsibilities, with most respondents (79.5%) reporting that they receive help from their partners. However, those who lack support face additional stress, which can hinder family happiness. The study also highlights the positive trend of joint decision-making in households, reflecting a shift toward more egalitarian family structures.

Overall, the study suggests that while dual-income households offer economic advantages, they also pose challenges in managing time, stress, and domestic responsibilities. It emphasizes the critical role of mutual support, flexible work policies, and equitable domestic responsibilities in fostering a healthy work-life balance. By addressing the recommendations made, such as promoting flexible work schedules, supporting equitable distribution of household tasks, and ensuring a supportive work environment, both organizations and policymakers can help improve the well-being of individuals and families in dual-income households.

In conclusion, achieving a balanced work and family life requires a comprehensive approach that includes support from both employers and family members. Only by addressing these challenges can individuals achieve a fulfilling and sustainable balance between their personal and professional responsibilities.

## **8. Acknowledgements**

We gratefully acknowledge the Research Grant Committee of the University of Sri Jayewardenepura for providing the funding to conduct this research (Grant No ASP/01/RE/HSS/2019/08).

## References

- Adikaram, A. S. (2018). "Unwanted" and "bad," but not "sexual": Non-labelling of sexual harassment by Sri Lankan working women. *Personnel Review*, 47(2), 458-476.
- Ashforth, B. E., Kreiner, G. E., & Fugate, M. (2000). All in a day's work: Boundaries and micro role transitions. *Academy of Management Review*, 25(3), 472-491.
- Carlson, D. S., Grzywacz, J. G., & Zivnuska, S. (2009). *Human Relations*, 62(10), 1459-1486.
- Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53(6), 747-770.
- Department of Census and Statistics. (2023). Sri Lanka Labour Force Survey Annual Report - 2022. Ministry of Finance, Economic Stabilization and National Policies.
- Frone, M. R. (2003). *Handbook of Occupational Health Psychology*, APA.
- Greenhaus, J. H. et al. (2003). *Journal of Vocational Behavior*, 63(3), 510-531.
- Greenhaus, J. H., & Beutell, N. J. (1985). *Academy of Management Review*, 10(1), 76-88.
- Grzywacz, J. G., & Marks, N. F. (2000). Reconceptualizing the work–family interface: An ecological perspective on the correlates of positive and negative spillover between work and family. *Journal of Occupational Health Psychology*, 5(1), 111-126.
- Gunawardana, S. J. (2021). "Disposable" daughters and factory fathers: Producing Sri Lanka's female export production zone workers. *Critical Sociology*, 47(1), 35-54.
- Hobfoll, S. E. (2001). The influence of culture, community, and the nested-self in the stress process: Advancing conservation of resources theory. *Applied Psychology*, 50(3), 337-421.
- obfoll, S. E., Halbesleben, J., Neveu, J. P., & Westman, M. (2018). Conservation of resources in the organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 103-128.
- Jayasekara, P., & Senanayake, S. M. (2022). Work-family conflict and its impact on employee performance: Evidence from dual-earner couples in Sri Lanka. *South Asian Journal of Human Resources Management*, 9(1), 46-67.
- Kailasapathy, P., & Metz, I. (2012). Work–family conflict in Sri Lanka: Negotiations of exchange relationships in family and at work. *Journal of Social Issues*, 68(4), 790-813.
- Kirchmeyer, C. (2000). *Trends in Organizational Behavior*, Vol. 7, Wiley.
- Niles, F. S., & Goonewardene, L. (2013). Gender roles and expatriate performance: A Sri Lankan perspective. *International Journal of Intercultural Relations*, 37(6), 707-718.





- Nippert-Eng, C. E. (1996). Home and work: Negotiating boundaries through everyday life. University of Chicago Press.
- O'Driscoll, M. P. et al. (2006). Work-life balance: A psychological perspective, Psychology Press.
- Opatha, H. H. D. N. P. (2019). Sustainable human resource management: Expanding horizons of HRM. Department of HRM, University of Sri Jayewardenepura.
- Perera, S., Sarkar, A., & Ainsworth, S. (2020). Work-life balance in South Asia: Experiences of Sri Lankan professionals. South Asian Journal of Business Studies, 9(3), 339-355.
- UNDP. (2022). Human Development Report 2021-22: Uncertain Times, Unsettled Lives: Shaping our Future in a Transforming World. United Nations Development Programme.
- Westman, M. (2001). Stress and strain crossover. Human Relations, 54(6), 717-751.
- Wijekoon, W. A. S. & Prasad, G. W. P. (2020). Vidyodaya Journal of Humanities and Social Sciences, 05(01), 57-67.
- world Bank. (2023). Sri Lanka Development Update: Reforms for Recovery. World Bank Group.