

## Factors Affecting Married Nurses' Work-Life Balance in Government Hospitals in Anuradhapura District

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The main aim of this study was to identify the factors affecting married nurses' work-life balance in Government Hospitals in Anuradhapura District. Work-life balance is a major concern that directly impact on employee performance and indirectly impact on organizational productivity. Working hours, organizational support, family structure and spouse's occupation were selected as independent variables and work-life balance was selected as the dependent variable. Based on the previous literature, a conceptual framework was developed and four directional hypotheses were formulated for this study. The type of the study was quantitative and the design was fundamentally cross-sectional in nature. Deductive approach was used in non-contrived setting. Three government hospitals in Anuradhapura District were selected as the sample (Teaching Hospitals in Anuradhapura, Thalawa and Mihintale). 120 married nurses were selected through proportionate stratified sampling technique. Data collection was done using a structured questionnaire through convenience sampling method. The data were analyzed using the regression and correlation analysis using SPSS. The results indicated that there is a weak positive relationship between working hours and work-life balance, a significant positive relationship between organizational support and work-life balance, a moderate positive relationship between family structure and work-life balance and a significant positive relationship between spouse's occupation and work-life balance of married nurses. This research can be served as a guideline for all the researchers interested in studying behavioral sciences as a part of that work-life balance. Finally, suitable recommendations were made by the researcher to improve work-life balance of married nurses in Government Hospitals in Anuradhapura District.

**Keywords:** Work-life balance, working hours, organization support, family structure, spouse's occupation

