

Mediating the Role of Job Satisfaction on the Nexus between Employee Engagement and Work-life Balance: Evidence from IT Professionals in Sri Lanka

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Work-life balance problems are increasingly reported among Information Technology (IT) professionals in Sri Lanka at present. Theoretically, employee engagement and job satisfaction are found to be significant determinants of work-life balance of employees. Similarly, job satisfaction is identified as an outcome of employee engagement which in turn affect the work-life balance, in extant literature. However, the role of job satisfaction is not clear and consistent in work-life balance studies up to date. Hence, the current study was initiated to identify whether job satisfaction is a mediator; if so, to assess the mediation effect of job satisfaction on the aforementioned nexus. The study is a more basic research in which researchers attempted to answer a problem that is concerned with filling a contextual gap in the empirical knowledge. Deductive approach was predominantly applied, and the study is mainly explanatory. Hence, this was carried out as a cross-sectional, quantitative field-study among a sample of 1100 IT professionals selected from four IT companies in Sri Lanka following the stratified random sampling technique. Primary data was collected through a standard questionnaire which has met the accepted standards of reliability and validity. Correlation test, regression test for direct and indirect effects, Sobel test for mediator significance were conducted with the aid of Statistical Package for Social Sciences (SPSS) and R software. It is found that job satisfaction is a significant partial mediator on the aforementioned nexus. Both paths; direct and indirect, are significant in the theorized research model. Thus, it is strongly recommended to engage IT professionals at work in a way that helps them to have a 'trade-off' between work and the non-work lives leading to experience a satisfying life.

Keywords: Employee engagement, job satisfaction, work life balance, IT professionals