

## **The Effect of Work-Family Conflict on Organizational Commitment of Managerial Level Employees**

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Work-family conflict is a form of inter-role conflict in which work and family demands are mutually incompatible, meeting demands of both the domains is difficult. Commitment implies an intention to persist in a course of action. Hence, organizations often try to foster commitment in their employees to achieve stability and reduce costly turnover. The present study empirically evaluated two dimensions of work-family conflict as work to family conflict and family to work conflict. The objective of the study was to identify the effect of work-family conflict on the organizational commitment of the managerial level employees in Colombo District. The sample consisted of eighty managerial level employees and questionnaires were used to collect data. Considering the relationship between work-family conflicts and organizational commitment, the analysis represented that there is a strong negative relationship between work-family conflict and organizational commitment, and family to work conflict was having a higher impact than work to family conflict among employees of banking industry in Sri Lanka. Further, it reveals that work-family enrichment is a current need for the employees of the banking industry in Sri Lanka.

**Keywords:** Work-family conflict, Organizational commitment, Work to family conflict, Family to work conflict