FACTORS INFLUENCING WORK LIFE BALANCE OF G.C.E (O / L) and G.C.E (A/ L) TEACHERS IN SRI LANKA DURING COVID-19 PANDEMIC A STRUCTURAL EQUATION MODEL

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ABSTRACT

With conflicting responsibilities and commitments, maintaining a work-life balance in the office has grown to be a significant difficulty. The twenty-first century is characterized by constant change, uncertainty, and intense pressure to increase productivity. Today's high-tech world's fast-paced, multitasking lifestyle has created expectations for both personal and professional devotion. Working women are under a lot of stress because of their jobs, and they face many challenges and worries at work. At best, it can be challenging to strike a balance between one's personal goals and duties and one's professional obligations. Most previous research on juggling work and family revealed that women frequently shoulder more responsibility for both, making it more challenging for them to establish a balance at both ends. It is essential to consider how teachers' wellbeing affects students' experiences and achievements. This qualitative study examines the happiness of professors at public universities in Sri Lanka. The research takes place during the coronavirus disease (COVID-19) epidemic, when schools are strapped for cash and instructors are looking for a better work–life balance by working from home. Therefore, there is a theoretical gap between the previous research and the present study. The research uses a descriptive survey approach, positivism philosophy, and mixed method approach to identify the relationship between teach concerns and work life balance, job satisfaction mediating teacher concerns and work life balance, and job stress moderating teacher concerns and work life balance. Data was collected from 350 school teachers who teach Ordinary Level, and Advanced Level in government, semi-government, and private schools in Sri Lanka. According to this study, among instructors participating in COVID-19, family obligations may conflict with work obligations more frequently than the reverse. It was identified that because of the high workload and more urgent demands, one is forced to carry their job home with them, and demands of employment interfered with obligations to one's family. Additionally, the research identified that work-life balance is determined not only by the external pressures imposed by employers but also by the internal pressures brought on by the amount of motivation of the individual.***Keywords: work-life balance, job satisfaction, Structural Equation modelling, job stress, COVID 19 Impact***

DECLARATION

I declare that this is my own work and this thesis/dissertation2 does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

..... 28-05-2023

Signature Date

The above candidate has carried out research for the Masters/MPhil/PhD thesis/ dissertation under my supervision.

UOM Verified Signature

..... 29/05/2023

Signature of Supervisor: Date

DEDICATION

I give God the highest praise for showering me with his blessings to ensure the success of this thesis. Throughout my Master's degree studies, I am indebted to my supervisor, Mr. Rohana Dissanayake, and all of the lecturers who taught me at University of Moratuwa for their invaluable advice, unwavering support, and patience. Their extensive knowledge and experience have influenced my academic research and daily life.A special thank you to Mrs. Ravindi Jayasundara for her guidance and flexibility.

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ABBREVIATIONS

AL	-	Advanced Level
AVE	-	Construct Validity/Convergent Validity
CFA	-	Confirmatory Factor Analysis
CFI	-	Comparative fit index
CR	-	Composite Reliability
CS	-	Coworker Support
DOF	-	Degree of Freedom
DV	-	Discriminant Validity
ERT	-	Emergency Remote Teaching
FIW	-	Family Interference with Work
FS	-	Family Support
GIF	-	Goodness of Fit
JE	-	Job Engagement
LISREL	-	Linear Structural Relationships
NFI	-	Normal Fit Index
NNFI	-	Non-Normal Fit Index
OL(GCE)	-	Ordinary Level(GCE)
RD	-	Role Demands
RMSEA	-	Root Mean Square of Error of Approximation
SEM	-	Structural Equation Modelling
TC	-	Test for COVID
US	-	United States
VIF	-	Variance Inflation Factor
WD	-	Work Demand
WIF	-	Work Interference with Family
WLB	-	Work Life Balance
WO	-	Work Overload