

HRM 55

**AN EMPIRICAL STUDY ON WORK-FAMILY CONFLICTS IN
SCHOOL TEACHERS OF SRI LANKA**

Abstract

School teachers are the largest in Sri Lanka professionals. In Sri Lankan context values and believes of family has been socially and ethically appreciated. But today the market demands of a worker and the family demands being a wife and a mother, a worker is getting the trouble of balancing the both career and the family. The consequence of Work – Family Conflict is a deviation from the existing psychological condition of human life. Aim of this study is to recognize the Work Family Conflicts among school teachers in Sri Lanka and give suggestion to minimize them. A sample of 100 teachers from 25 schools factories was randomly chosen for the purpose of this study. The determinants of Work – Family Conflict and the relationship between the variables were analyzed. Concluded of the study, spouse (working or not) has the responsibility to help for minimize the conflict- environment from families.

Keywords:

Work Demand, Family Demand, Spouse, Environment and Conflict