

THE WORK LIFE BALANCE AND JOB PERFORMANCE OF ACADEMIC AND ADMINISTRATIVE HEADS OF THE NORTH EAST UNIVERSITIES IN SRI LANKA: MODERATING ROLE OF EMOTIONAL INTELLIGENCE

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Achieving work life balance and generating sense of wellbeing as an integral part of today's organizations to enhance the job performance. The concept of work life balance attracted by various researches and scholars from industrial revolution onward, no wonder it will continue until there is an employee and an employer. There are many studies attempt to investigate the factors which are influencing work life balance and finding the relationship with some possible outcome variables including mediating and moderating effects. In line with that this paper attempted to unfold the accumulation of notable studies on the determinants of WLB based on prevailing literature and documented possible directions for further researchers. The main objective of this paper is to formulate a model on work life balance and job performance: with the moderating role of emotional intelligence. For that secondary data have been used and reviewed more than hundred papers from different research data bases. These papers were collected from peer reviewed scholarly journals in the field of human resource management, work psychology, organizational behavior and management. At this journey the analysis showed that there are vas variety of determinant factors of work life balance then its categorized into individual, organizational, societal environmental and other factors, which can be affect the work life balance of employees. Further a multi-dimensional model of job performance considered to link as an outcome variable. Furthermore, the emotional intelligence taken into consider as a psychological factor to moderate the relationship between WLB and JP since there are enough factorial gap on this topic. Finally, the proposed conceptual framework was developed. This study accumulates the all possible determinant factors of WLB. Therefore, this conceptual frame work provides a new contribution for the existing body of knowledge and bottomless avenues for future research.

Keywords: *Determinants of work life balance; Emotional intelligence; Work life balance; Job performance*
