



**TIME MANAGEMENT AND WORK LIFE  
BALANCE OF SOFTWARE ENGINEERS IN  
SRI LANKA**

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## Abstract

Work Life Balance is an increasingly popular and a demanding topic by employees all over the world. It has significant consequences of the attitudes of the employees towards to the employer and as well as to their personal lives. Various past researches have been done to measure the Work Life Balance that prevails in various countries. Time Management is an equally popular and an important aspect for both organizations and as well as for independent individuals. With the competitiveness in the business world more work is being demanded by the organizations from employees within a minimum amount of time. Due to this reason today Time Management is seen as vital. Although work has been done on many areas of Time Management and many areas of Work Life Balance in so many countries, no work has been carried out to find out about the relationship between Time Management and Work Life Balance of Software Engineers in Sri Lanka.

Using data collected from 106 randomly collected Software Engineers from Sri Lanka, this research attempts to find out firstly the relationship between the Time Management and Work Life Balance of Software Engineers in Sri Lanka. Secondly, identify the level of Work Life Balance of the Software Engineers in Sri Lanka.

This research has uncovered that a positive relationship exists between Time Management and Work Life Balance of the Software Engineers in Sri Lanka. Furthermore it reveals the level of balance between work and life of the Software Engineers in Sri Lanka. A gender comparison has also been provided. As a result of this research a message is given to organizations that, if they invest more on educating their employees on effective Time Management, it will yield beneficial and rewarding results through better time management by employees, which will on the other hand help Software Engineers to strike a balance between work and their personal lives. Alternatively if organizations invest more on family-friendly policies, these will intern help Software Engineers to maintain a well balanced life which in



turn will result in a committed and dedicated staff workforce with high quality product outputs to the organization.