

# **The Relationship between Personality and Work Life Balance; An Empirical Study of Bank Executives in Western Province**

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## **ABSTRACT**

Personality of an individual is a set of qualities that make the person distinct from another and assumed role or manner of behavior. Within the ones personality the complex of all the attributes such as behavioral, temperamental, emotional and mental are considered. Guest (2002) defined the personality as the extent to which family or work is a central life interest influences the perceptions of balance of every individual. Aspects of personality including the need for achievement and propensity for work involvement belong among important individual factors. The approach of psychology of individual differences may be also fruitful for research of Work Life Balance due to the fact that studying aspects of different personality types can enhance our understanding of perceptions of balance. Therefore it can be realized the Personality of an individual can have effects on an individuals balance between work and life. Consequently, purpose of this study is to identify the impact of personality on Work Life Balance. Based on this, the objective of this research paper was to investigate whether the personality of executives in banks related to work life balance. Four hypotheses were formulated using deductive approach. The study was conducted relating to bank branches in Western Province. Type of investigation was correlational. It was cross sectional in time horizon. The unit of analysis of this study was at individual level. The structured survey was administered to cover the sample of 35 banking executives. To test the hypotheses, correlation analysis and regression analysis were performed. The data analysis included bivariate and multivariate analysis. The study revealed that positive and significant relationship between the variables of Type A personality and Internal locus of control with work life balance.

Key Words- Personality, Work Life Balance, Type a personality, Internal locus of control