



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

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This Dissertation was submitted to the Department of Civil Engineering of the University of Moratuwa in partial fulfillment of the requirement for the Degree of Master of Business Administration.

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Sri Lanka

2009

92396



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.

DECLARATION

“I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any university to the best of my knowledge and believe it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted to be made available for photocopying and for inter library loans and for the title and summary to be made available for out side organizations”



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I hereby acknowledge that the above particulars are true to the best of my knowledge.

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Supervisor



ACKNOWLEDGEMENT

I would like to take this opportunity to thank all those who helped make this research a reality. First and foremost I would like to thank my supervisor Dr. (Mrs.) Chinth Jayasinghe for all the support and guidance given to me during the course of the thesis without which this would not have been possible.

I would also like to thank all the lecturers and supporting staff at the department of Civil Engineering of the University of Moratuwa, for all the feed back and advice.

Special thanks go to two of my colleagues at Roomsnet International namely Kusan and Dilshan who helped me out immensely by contributing their ideas and their times towards making this research a success. I also thank all my colleagues at the MBA Project Managemenet batch for their support given throughout the course period in various ways. I also wish to thank all those Software Engineers who contributed and gave up their valuable time in order to fill out my questionnaire.

Last but not least I thank my parents, my brother, sister, in-laws and Ruween my fiancé for the encouragement and the morale support extended to me. Their contributions throughout the whole process from inception of the initial idea to final report of the thesis have been invaluable.

Shanika T. Weerapperuma

January 2009

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