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Workforce: A Case Study in Sri Lanka**

**Sanjee Udari SAMARANAYAKE
Toshihiko TAKEMURA**

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**Center for Regional Economic Studies, Faculty of Economics
Saga University**

1 Honjo-machi, Saga, 840-8502 JAPAN

A Note on Anticipated Multiple Role Balance in the Future Workforce: A Case Study in Sri Lanka[¶]

Sanjee Udari SAMARANAYAKE*

Graduate School of Science and Engineering, Saga University

Toshihiko TAKEMURA[†]

Faculty of Economics, Saga University

Abstract

Balancing multiple roles is about maintaining a supportive and healthy balance between competitive responsibilities of work and non-work roles. It is imperative that an individual balance his/her multiple roles in work, family and social settings to lead a successful career while playing a responsible role within his/her family and society. Within the realm of “work-life balance” research, a little attention has been given to study the emerging adults’ intentions to balance multiple roles once they join the work-force. In this article, we investigated the relationships among self-efficacy, outcome expectations for balancing multiple roles and anticipated multiple role balance intentions of university undergraduates in Sri Lanka. We further examined whether the relationships among the factors mentioned above are depending on gender or university undergraduates’ majoring academic field through conducting the survey and data analysis. As per the results obtained, self-efficacy and positive outcome expectations predicted the anticipated multiple role balance intention positively and significantly. But, results of moderated regression analysis showed that there were no any moderating effect of gender and students’ majoring field on the relationships among self-efficacy beliefs, outcome expectations and multiple role balance intentions.

Key Words: Future workforce, Anticipated multiple role balance, Sri Lanka

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* Ph.D. student, Graduate School of Science and Engineering, Saga University
E-mail: ssudari.uop@gmail.com

[†] Associate Professor, Faculty of Economics, Saga University
E-mail: toshihiko@cc.saga-u.ac.jp