

## **Exploring the Impact of Emotional Intelligence (EI) on Work-life Balance (WLB) of Banking Employees**

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In today's competitive banking industry scenario, the ability to work with emotions is an essential part of any individual's skills. The excellence of work is achieved at the expense of personal life. Everyone expects an extraordinary life that requires a balance between work and family life, which becomes inevitable. Therefore, this paper focuses on analyzing the impact of emotional intelligence on the work-life balance of banking employees. This study is carried out in a quantitative manner by selecting 163 banking employees from both public and private banks from Batticaloa town as samples through a convenient sampling method, and they were surveyed using a close-ended questionnaire. The results of multiple regression analysis revealed that there is a statistically significant positive impact of EI on WLB among banking employees, and around 95% of the work-life balance is determined by the emotional intelligence of the particular banking employee. Among the dimensions of EI, Self-regulation has a high impact on managing the work-life balance of the employees. Furthermore, the study concluded that the banking employees with high EI would plan their work correctly, which would help them to avoid work-life imbalances.

**Keywords:** *Emotional intelligence, Work-life balance, Self-regulation*