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EDITORIAL INTRODUCTION

Work-life balance (WLB) is increasingly becoming a driving factor for job performance across various industries, including the corporate and academic worlds. This issue of our research journal provides a collection of studies on investigating the impacts of determinants of individual WLB, organizational spirituality, occupational health, and safety strategies, as well as workplace interactions on job performance, sustainability, and worker welfare in Sri Lanka. One of the studies which is available in this journal investigates how different WLB components affect the job performance of academic and administrative employees of Sri Lankan universities. Using a strong survey design, the findings confirm that having a balance between work and life significantly influences the enhancement of job performance. The study offers pragmatic implications to higher education policymakers to develop a better work-friendly environment.

The next core thematic concern is organizational spirituality (OS), which addresses meaningful work, the feeling of belonging to a community, and alignment of work values at work. As indispensable as it is now, OS remains an unexplored paradigm in organizational literature. This paper's study identifies the corporate sustainability function of work spirituality in the banking, insurance, and diversified finance sectors across Sri Lanka. By highlighting purposeful work cultures, the study illustrates the ways in which OS may be used to build long-term organizational success.

Further, the problem features a comprehensive review of Buddhist culture's literary landscape, mapping its scholastic development over time. With such a rich history and global reach, this study provides a methodical overview of the

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literature that has been conducted, singling out key trends and areas for further research.

Occupational health and safety practices (OHSP) are significant for optimal job performance, particularly in manual industries. A machine operator's investigation of a small Sri Lankan garment firm in Galle District examines OHSP's direct impact on job performance. The findings of the study reveal strict safety measures and its connection with productivity among workers.

Workplace incivility and its influence on organizational performance also emerge in the center of an empirical study exploring incivility's link with turnover intention. The study also analyzes the mediating function of organizational cynicism, suggesting the negative effects of workplace hostility on the retention of employees.

Finally, this journal provides a review of the book *Crafting Your Research: A Guide to Management Students. Understanding Research Philosophy and Design* by Arosha Adikaram, Tharusha Gooneratne, and Maduka Udunuwara. The book offers valuable information regarding research philosophy and design, and it can serve as an effective guide for students and beginner researchers.