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| Postgraduate Colloquium - International Conference on Business and Information (ICBI) - 2025 |

**…. [Title of the Paper] … [Times New Roman, 14pt, Capitalize the first letter of each word]**

Perera, A. A. A. A.[[1]](#footnote-1) and Perera, B. B. B. B.[[2]](#footnote-2)

[As this is a publication from your Doctoral/ MPhil/ Masters Study, it is suggested to include the name and affiliation details of your supervisor as the 2nd author upon obtaining his or her consent]

Body of the abstract [Times New Roman, 11pt, 1.15 spacing] ……..

[Word Limit   : Should not exceed 2000 words (Maximum 04 pages)]

[include the purpose of the study, research method/s used/proposed, main findings and research implications and future research directions, if any]

***Keywords:*** *……………………………………………….*

[It is advisable to include up to five to seven keywords in Alphabetical order, with the first letter of each word being capitalised]

**Sample Extended Abstract (Emerald Format) | Postgraduate Colloquium | ICBI 2025**

1. **Title**

* **A concise and informative title (Maximum 15–20 words).**
* **Should clearly reflect the focus of the study.**

*Juggling Roles: How Emotional Intelligence and Role Conflict Shape Work-Life Balance for Female Academics*

1. **Purpose**

* **Describe the main aim or objective of the research.**
* **Highlight the problem the study addresses and why it matters.**

*This study explores the influence of emotional intelligence and role conflict on work-life balance among female academics in Sri Lankan universities. Female faculty members often experience tension between professional obligations and personal responsibilities, leading to role strain. The study aims to investigate how emotional intelligence may act as a coping mechanism or buffer in managing these competing demands, contributing to a more sustainable academic career for women in higher education.*

1. **Design/Methodology/Approach**

* **Explain the research design (qualitative, quantitative, mixed).**
* **Include sample size, data collection methods, and analysis techniques**

*The research adopts a quantitative approach using a cross-sectional survey design. Data were collected from 250 female academics representing multiple faculties across public universities in Sri Lanka. Standardized questionnaires were used to measure emotional intelligence (Wong & Law EI Scale), role conflict (Rizzo et al., 1970), and work-life balance (Fisher et al., 2009). The data were analyzed using structural equation modeling (SEM) to test hypothesized relationships and mediation effects.*

1. **Findings**

* **Present the key results or insights.**
* **Emphasize what was discovered and how it contributes to the topic.**

The findings reveal a significant negative relationship between role conflict and work-life balance. However, emotional intelligence positively correlates with work-life balance and partially mediates the impact of role conflict. Female academics with higher emotional intelligence demonstrate better adaptability in managing competing roles. The study also indicates that support systems and emotional awareness are critical to buffering stress and maintaining a sense of well-being.

1. **Originality/Value**

* **Justify how the study adds new knowledge or perspective.**
* **Mention any unique theoretical, practical, or social contributions.**

*This study contributes to the under-researched area of emotional intelligence as a mediator between role conflict and work-life balance in the context of female academics in South Asia. By focusing on Sri Lanka, the research adds regional insights into how gendered expectations and emotional resources interact in academia. The results offer valuable implications for university HR policies and work-life support frameworks aimed at improving retention and performance of female staff.*

1. **Keywords *(5 – 7 keywords)***

* **Use standard and searchable terms relevant to the study.**

Emotional intelligence, Role conflict, Work-life balance, Female academics, Sri Lanka, Higher education

1. **References *(3–6 key references in the APA 7th style)***

* **Include core sources that underpin research.**
* **Ensure proper formatting**

Allen, T. D., French, K. A., Dumani, S., & Shockley, K. M. (2020). A cross-national meta-analytic examination of predictors and outcomes associated with work–family conflict. *Journal of Applied Psychology*, *105*(3), 539–576.

Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). Beyond work and family: A measure of work/nonwork interference and enhancement. *Journal of Occupational Health Psychology,* 14(4), 441–456

Kerksieck, P., Kujanpää, M., de Bloom, J., Brauchli, R., & Bauer, G. F. (2024). A new perspective on balancing life domains: work–nonwork balance crafting. *BMC Public Health*, *24*(1), 795.

Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. *Administrative Science Quarterly,* 15(2), 150–163.

**Guidelines for the Authors | Postgraduate Colloquium | ICBI 2025**

# Submission Process

Extended abstract should be submitted only through the Conference Management System (CMT). The relevant link for the submission can be found below.

<https://cmt3.research.microsoft.com/ICBI2025/Track/2/Submission/Create>

When applying, provide the following documents. You will prepare two essential documents.

* Document one: **Author Information Sheet**. You should submit the author details as a separate page.
* Document two: **The Submitted Work**. You MUST NOT include author details in the extended abstract. Depending on the type of dissertation you are doing and on how far gone you are, you shall provide one of these text-types:
* A research proposal, regardless of what kind of dissertation you are doing (Mainly if you are not that far gone in your PhD process yet).
* A particular working or full paper from your compilation dissertation that you would like to get feedback on, such as a conceptual/theoretical paper, systematic literature review, or quantitative, qualitative or mixed empirical paper.

***Please note that the committee will select the participants for each of our postgraduate colloquium. All applications will be assessed in terms of the status of the dissertation provided in the author information sheet.***

# General Guidelines

* Extended abstract must be in English and MS WORD format.
* The maximum word limit of the submitted work is 2000 words (Maximum 04 pages) including references.
* Should use APA (7) style for citations and referencing.
* Footnotes and endnotes should not be used for citations.
* If it is needed to acknowledge somebody or an institution, it should be mentioned between the conclusion and references.
* Formatting for body: Single column, 1.15 spacing, Times New Roman, font size 11 pt, justify
* Formatting for title of the paper : Times New Roman, font size 14 pt, center
* Formulas are to be numbered in Times New Roman, 11pt, aligned to the right margin next to the formula
* Within the extended abstract should include the purpose of the study, research method/s used/proposed, main findings and research implications and future research directions, if any.
* 5-7 keywords for database searches. KEYWORDS ARE CRITICAL for finding your work in databases - Choose them well!

# Revised Extended Abstracts

At the end of the review process, the author is expected to incorporate the modifications suggested by the reviewers, if any, and submit a soft copy (MS Word) of the final revised extended abstracts.

# Who to Contact? - Postgraduate Colloquium Committee

Prof. Kaushalya Yatigammana

Mobile: +94718073145

Email: kaushalya@kln.ac.lk

Mr. Uditha Mirando

Mobile: +94776255631

Email: [mirandou@kln.ac.lk](mailto:mirandou@kln.ac.lk)

1. Affiliations (Email) [↑](#footnote-ref-1)
2. Affiliations (Email) [↑](#footnote-ref-2)