

## **Impact of Work from Home on Employee Job Performance during the COVID-19 Epidemic: Mediating Effect of Job Motivation**

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The purpose of this study is to assess the impact of working from home on job performance during the COVID-19 pandemic of non-managerial employees of a leading finance company in Sri Lanka. This study is carried out as a quantitative explanatory research work. Further, the sample is selected randomly and used simple random sampling technique. This is a cross-industry descriptive research & standard questionnaire was used to collect primary data through a survey. Questionnaires are distributed to a sample of 126 of non-managerial employees who are currently working in the leading finance company. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. To interpret data analyzed and to obtain the result graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and histograms, correlation and coefficient and simple regression analysis were used. To test the relationship between variables Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable. This study found that working from home has a significant impact on the job performance of non-managerial employees of the selected finance company in Sri Lanka. It was also found that job motivation acts as a mediating variable between working from home and employee job performance. The analysis of the study proves that job motivation is a partial mediator. These findings are expected to be of theoretical and practical importance to relevant parties in the finance sector. The present study would provide the direction to HR policy makers, employees and to future researchers.

***Keywords:*** *Job Motivation, Job Performance, Work from Home*

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