

Impact of Flexible Working Arrangements on Work-Life Enrichment: Evidence from a Leading Information Technology Firm in Sri Lanka

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Businesses today are under greater pressure to perform better than they did in the past due to the harsh business environment. In order for employees to increase and improve their performance, firms are motivated to design better work schedules for them. Companies all across the world are developing ideas for how to improve workers' performance. It is becoming more popular to motivate employees by emphasizing the advantages of work-life enrichment. The main goal of this study was to investigate the effects of flexible working arrangements on the work-life enrichment of employees working in ABC IT Company, Sri Lanka. The technique used was a systematic review, which involved scanning a Google Scholar database for relevant material. Results of a study on work-life enrichment were gathered via a search of the literature from 2011 to 2021. There were three articles with qualitative research and 19 publications with the former. Numerous studies have demonstrated that when the work environment is positive, the company gives the family more consideration, resulting in employees who exhibit a high level of work-life enrichment. Employees who have a rich work life are more likely to have faith in their company. The intention to leave the organization is driven by trust, which functions as a managerial or organizational resource. In order to achieve this goal, researchers gathered information from 189 IT workers at ABC IT Company in Sri Lanka. With the use of SPSS, data were examined using descriptive statistics, correlation, and regression. According to the study's findings, flexible working arrangements have a major impact on work-life enrichment, and as flexible working arrangements improve, employee work-life enrichment will also rise. Theoretical and practical implications are discussed.

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