

Flexible Working Arrangement and Job Performance: Mediating Role of Supervisor Support

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The IT industry is important in the Sri Lankan economy and has become Sri Lanka's large industry. With the current situation in the country, Organizations have not been able to achieve the expected performance from the employees. Therefore, the organization has yet to be able to achieve the expected target. Due to this, they are thinking about the good of the employees and organization and tending towards flexible working arrangements. But using flexible working arrangements has sometimes not achieved the expected employee performance. This has become a significant problem in organizations. Therefore, the main objective of this study was to assess the Flexible Working Arrangement and Job Performance in the Mediating Role of Supervisor Support. Further, this study emphasized finding solutions to improve flexible working arrangements to get expected employee job performance with supervisor support. Job Performance was the dependent variable, Flexible Working Arrangements was the independent variable, and Supervisor Support was the mediator variable in the study. This was conducted as a cross-sectional, quantitative field study among a sample of 152 executives & above career selected from two (03) main IT Companies in the Colombo district. The study was conducted using a simple random sampling method, and the unit of analysis was individual level. A standard measurement scale was used to collect primary data, which was developed by using five points Likert scale and seven points Likert scale. Descriptive statistics, Pearson correlation coefficient, and simple regression were applied to analyze data using SPSS. The findings revealed a moderately positive relationship between flexible working arrangements and job performance. Furthermore, flexible working arrangements have a significant impact on job performance, and accordingly, supervisor support has not depicted a significant mediation impact.

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