

IMPACT OF SUSTAINABLE HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEE MENTAL WELL- BEING IN A LEADING IT COMPANY IN SRI LANKA

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The purpose of this study is to examine the impact of sustainable human resource management (SHRM) practices on employee mental wellbeing. The study was conducted as a cross-sectional and quantitative study. The data was gathered with the help of self-administered questionnaires. Simple regression analysis was used to test the study hypotheses. The dependent variable is employee mental wellbeing, while the independent variables are diversity and inclusion, flexible work arrangements and work life balance. Primary data was gathered from the selected leading IT company in Sri Lanka. The sample was chosen using a stratified sampling technique, and the final sample included 360 employees from the selected leading IT company in Sri Lanka. Data were analyzed using correlation and regression with the aid of SPSS. Analyzed results showed a positive impact of diversity and inclusion, flexible work arrangements and work life balance on employee mental wellbeing.

Keywords: *Diversity and Inclusion, Flexible Work Arrangements, IT Industry, Work-Life Balance*

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