

## **THE IMPACT OF WORK FROM HOME ON EMPLOYEE PRODUCTIVITY WITH THE MEDIATING EFFECT OF EMPLOYEE MENTAL WELL-BEING AT ABC IT COMPANY IN SRI LANKA**

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The study primarily focuses on how work from home affects employee productivity at ABC IT Company in Sri Lanka. Employee mental well-being serves as a mediator on the relationship between work from home and employee productivity. In addition to that, this study aims to bridge that gap by examining the impact of work from home on employee productivity among software developers in IT industry in Sri Lanka, with employee mental well-being acting as a mediator in the relationship. Although there is enough literature on work from home, employee productivity and employee mental well-being in the other countries. There is less research in Sri Lankan context to test the relationship between work from home on employee productivity and the mediating effect of employee mental well-being, especially in IT Industry in Sri Lanka. This research is deductive research and was conducted using a survey research strategy and quantitative research method. Software developers of ABC IT Company were chosen as the population of the study. The sample size was 163, data collection was done through a standardized questionnaire and simple random sampling technique was applied to select the participants. A google form was created and distributed to collect data. The number of employees who responded was 166 out of 175 employees. Statistical Package for Social Science (SPSS), version 20.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation analysis and regression analysis were used to analyze data. Findings of the analysis reveal that there is a strong positive correlation between work from home and employee productivity. Furthermore, a significant impact is found from work from home on employee mental well-being, employee mental well-being on employee productivity, work from home on employee productivity and employee mental well-being mediated the relationship between work from home and productivity in the selected study domain.

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