THE IMPACT OF WORK FROM HOME ON EMPLOYEE JOB SATISFACTION AND PERFORMANCE: A STUDY OF A SELECTED IT SECTOR COMPANY OF ABC (PVT) LTD IN SRI LANKA

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The spread of the stay-at-home policy was because it was the best strategy to avoid physical contact in the workplace and prevent the spread of COVID-19. In order to maintain the economic status of the country, many countries around the world finally adopted this measure, and the Sri Lankan government also implemented the social distancing policy. Therefore, various organizations decided to implement the concept of working from home, even though this is new to many Sri Lankans. Therefore, examining the status of working from home to examine how it affects employee satisfaction and performance and recommending suggestions to improve the results of the employees has also been done through this research. ABC (Pvt) Ltd, a selected IT company in Sri Lanka, conducted this study. The conceptual model was tested based on data collected through a structured questionnaire pretested by an online survey with a sample of 55 employees at the same level. According to the analysis , it can be concluded that working from home has a positive effect on the job satisfaction and performance of the employees of this company. And this gives significant insights to IT companies implementing work from home and already in place for their decision-making and boosts work-from-home employee outcomes.

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