

Relationship Between Working From Home And Employee Job Satisfaction: Special Reference To State Banks of Sri Lanka

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Abstract

The concept of working From Home (WFH) is given more attention during the pandemic situation in the world. Most business organizations followed social distancing in workplaces as a control of spreading COVID 19 virus. Therefore, WFH concept is identified as a viable strategy in this situation and, most of the employers have switched into this strategy to ensure the survival of their organizations. At present, since the change of mode of work affected the minds of employees, and it is hypothesized that WFH affects employee job satisfaction in relation to their Physical, Social, Financial, Technical aspects. Data is collected from randomly selected 100 employees who have been engaged in WFH in two state banks by using a structured questionnaire. The hypothesis were statistically tested by using Regression and Correlation to measure the nature and extent of impact of WFH to job satisfaction.

The result showed that WFH and job satisfaction has a positive relationship relevant to the Sri Lankan banking employees serving for states banks. This result provides implications for installing WFH practices in workplaces and employers may develop strategies to boost employee satisfaction visa WFH practices.

Key words: *Working from home, Job satisfaction, COVID 19*