

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

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IT industry holds an important place in Sri Lanka's economy, and it has become Sri Lanka's large industry. With the current situation, Organizations have not achieved the expected organizational performance. 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 not been able to achieve the expected employee performance in some cases. Therefore, the main objective of this study was to assess the flexible working arrangement and job performance of the mediating role of supervisor support. This was conducted as a quantitative field study among a sample of 152 executives & above carders selected from three (03) main IT companies in the Colombo district. The study was conducted by using a simple random sampling method, and the unit of analysis was individual level. Descriptive statistics, Pearson correlation coefficient, and simple regression were applied to analyze data by using SPSS. The findings revealed that there is a moderate positive relationship between the flexible working arrangements and job performance. Furthermore, there is a 25.28% significant impact of flexible working arrangements on job performance and accordingly, supervisor support has not depicted a significant mediation impact. Further, as only direct path of the IV – DV relationship are significant and indirect path of the IV – DV relationship are not significant, supervisor support could not be considered a partial mediator or full mediator. Supervisor support is considered as a not mediator. Further, this study emphasized finding solutions to improve flexible working arrangements to get expected employee job performance with supervisor support.

Keywords: *IT Industry, Flexible Working Arrangements, Job performance, Supervisor Support*

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