

Impact of Remote working on Employee Performance of IT Professionals in Sri Lanka: Evidence from Insharp Technologies

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This study sought to examine the correlation between Remote working on Employee performance of IT professionals in Insharp technologies. The research objectives were to assess the impact of remote working on the performance of IT professionals at Insharp Technologies, To identify the factors that influence employee performance in a remote work setting, To examine the perceived benefits and challenges of remote working for IT professionals in Sri Lanka and to provide recommendations for both employees and organizations to optimize remote working arrangements in the IT industry. In the context of a competitive and rapidly changing business environment, employee performance is a critical aspect of organizational success and is of particular importance in the context of remote work, which has become increasingly prevalent in recent years. The study considered remote work arrangements and their impact on employee performance, taking into account factors such as technology infrastructure, work-life balance, job satisfaction, and communication. To conduct the research, the study employed stratified sampling as the sampling technique. And selected 50 sample of IT professionals who are working in Insharp Technologies pvt ltd. Data analysis was carried out using the SPSS software, employing Descriptive and Regression Analysis as analytical methods. The researcher formulated four hypotheses. The analysis results revealed that employees' Performance of IT Professionals towards Type of Work Arrangement (Remote Work vs. In-Office Work), Factors that influence performance. Perception of Benefits and Challenges. Factors that impact the effectiveness of remote working had a significant Positive influence. This means that when employees displayed the positive correlation between remote work satisfaction and performance ratings suggests that, on the whole, IT professionals perceive remote work as conducive to maintaining or even enhancing their job performance. IT professionals and organizations toward optimizing remote working arrangements. For employees, fostering proactive communication, embracing technology tools, and cultivating a work-life balance are emphasized.

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