

THE IMPACT OF FLEXIBLE WORKING ARRANGEMENTS ON WORK-LIFE INTEGRATION WITH THE MEDIATING EFFECTS OF WORK STRESS AMONG STAFF-LEVEL EMPLOYEES IN ABC BUSINESS COMPANY

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The IT sector plays a crucial role in all industries and affects the country's economic growth. Within the competitive, technologically driven, and dynamic economic environment of today, Sri Lanka's Information Technology sector (IT Sector) has emerged as one of the fastest-growing industrial sectors. However, according to literature, the IT sector employees suffer high work-life imbalance, workload and work stress and have a high employee turnover rate. Therefore, this study aims to identify the impact of flexible working arrangements on work-life integration with the mediating effects of work stress among staff-level employees at ABC Business Company. The data were collected from eighty-six respondents using Google Forms. The research analysis methods used were Descriptive analysis, Simple linear regression, and Sobel test. The results show that the relationship between Flexible working Arrangements and Work-life integration is partially mediated by Work stress. The other findings are the level of Work-Life Integration in the research is medium. The independent variable indicates a moderate level of perception of flexible working arrangements among the respondents. The mediating variable indicates a moderate level of work stress among the respondents. Furthermore, flexible working arrangements have a significant impact on work-life integration, there is a significant impact of Flexible working arrangements on work stress, and work Stress has a significant impact on work-life integration. Therefore, managers of ABC Business can make decisions related to their employees and implement relevant solutions to enhance their perception of flexible working arrangements and to implement favorable work-life integration initiatives. Moreover, managers can arrange indoor and outdoor training sessions and programs that improve employee well-being, mental health & work-family enrichment and introduce distinct types of flexible working arrangements such as compressed work weeks/hours, and part-time work to enhance coping skills at work. Moreover, it is recommended that managers provide adequate opportunities for individuals who struggle to manage both work and family.

Keywords: Flexible Working Arrangements, Information Technology Sector, Work-Life Integration, Work-Life Imbalance, Work Stress

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