

How Flex-work Impacts on Work Engagement in Sri Lankan Context? A Study of Employees in IT Industry

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The purpose of this study is to assess the impact of flex-work on work engagement of employees in IT industry in Sri Lanka. This study is quantitative and explanatory research work. This is a cross-sectional descriptive research and the standard questionnaire was used to collect data through an online survey. The final sample of the study was 110 employees who are currently working in IT industry. Statistical Package for the Social Science (SPSS) was used to analyze collected data. Simple regression analysis was used to test the impact of flex-work on work engagement. The present study revealed that there is a significant positive impact of flex-work on work engagement. The present study provides the directions for HR policymakers, employees, supervisors, and future researchers.

Keywords: *Flex-work, IT industry, Work engagement*

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