

The Impact of the Flexible Work Arrangements on the Employee Performance in the IT Industry Employees Sri Lanka

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This study examines the dynamic relationship that exists between employee performance and flexible work arrangements (FWA) in the context of Sri Lanka's IT sector. With the radical shifts that the modern workforce is experiencing, implementing flexible work arrangements has become essential to organizational strategy. The purpose of this study is to analyze the complex link that exists between FWA and employee performance measures within the context of the IT industry in Sri Lanka. The study explores the various facets of flexible work arrangements, including flex time. Work shift. This study aims to determine how FWA affects key performance metrics for workers in the IT sector through a thorough assessment of the literature and empirical investigation. Through the assessment of variables including output, contentment in the workplace, and equilibrium between work and personal life, the study seeks to offer sophisticated understandings of the ways in which flexible work arrangements impact entire worker performance. The objective of this study is to enhance scholarly conversations and provide useful insights for IT companies in Sri Lanka that aim to improve their workforce management approaches. In summary, this study clarifies the complex link that exists between flexible work arrangement and employee performance in the ever-changing Sri Lankan IT sector. Through dissecting this relationship's intricacies, the research hopes to offer significant perspectives that may inform organizational decision-making, human resource practices, and the continuing conversation about the changing nature of employment in the IT industry.

Keywords – *Flexible Work Arrangement, Employee Performance, Flex Time, Work Shift*

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