

Employee Perception on Electronic Performance Monitoring at the Workplace and Its Impact on the Job Performance of It Professionals in ABC (Pvt) Ltd in Sri Lanka

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Electronic performance monitoring is become more valuable thing than ever because of the technology is become more dynamic factor for success in every organization in local context as well as global context. The integration of information and communication technologies in workplaces, particularly through electronic performance monitoring (EPM), has gained significant power, particularly in the wake of the COVID-19 pandemic. This study investigates into the implications of EPM on individual performance within organizational settings by examining its influence on privacy invasion and individual stress. Standard questionnaire was distributed for the target sample as a Google form online. According to the convenience sampling technique, final sample remains at 151 observations of employees in leading IT organization in Sri Lanka. The sample data set was analyzed through the reliability, normality, linearity, correlation and regression analysis with aid of the Statistical Package for Social Sciences (SPSS). The findings highlight the perception of EPM significantly increases privacy invasion and increase individual stress, and consequently leads to a reduction in individual performance. The findings raise relevant considerations regarding the potential negative implications associated with employer utilization of EPM. Having considered whole study, it is recommended for future researchers to conduct their new construct through longitudinal study across the industries and organizations for better results.

Keywords: *Electronic Performance Monitoring, Privacy Invasion, Individual Stress, Individual Performance*

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