

**THE IMPACT OF WORK FROM HOME ON JOB
PERFORMANCE IN THE IT SECTOR IN COLOMBO
DISTRICT- SRI LANKA**

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A dissertation submitted in partial fulfilment of the requirement for
Bachelor of Arts (Honours) degree in Business Management

Business School

**Informatics Institute of Technology, Sri Lanka in collaboration with
University of Westminster, UK**

2022

Abstract

Due to the Covid 19 pandemic, the work from home facility has been widely used to overcome the spread of the disease and to maintain the safety. In Sri Lanka the unemployment rate has increased from 4.65% to 5.4%, so the work from home facility which was only used by certain business organizations is being implemented by almost all the organizations to continue with their business activities. While comparing to other industries this facility is used more in IT sector as their jobs are motivated and encouraged through remote working.

However, the Work from home facility can have both negative and positive impact on job performance as well as employee satisfaction. This study particularly focused on this, more in detail, by analyzing the impact of work from home on job performance in IT sector employee's perspective in Sri Lanka rather than only on executive level, thus making it more significant.

The primary data of this research was collected through the online surveys and the secondary data was collected through the past relevant research articles. As a result of this research the relationship between work from home, employee's satisfaction and job performance was identified in the IT sector. This research revealed that the relationship between work from home with employee's satisfaction and job performance in Sri Lankan IT sector.

Key words: IT sector, work from home, job performance and employee's satisfaction