

Flexible Work Schedules and Employee Performance: Case Study of Executives in Asian Alliance Insurance PLC

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The purpose of this research was to examine the relationship between flexible work schedules and employee performance of Asian Alliance Insurance PLC. Having observed the current situation, researcher identified that this organization has sound flexible work arrangement system and employees choose most suitable work schedule. Executives in the aforementioned organization was the population of the study. Study sample size is forty three (43), and convenience sampling technique was used to select the sample. Data was collected using a self-administered questionnaire. Correlation and regression were used to test the advanced hypotheses.

It is found that there is a positive relationship between flexible work schedule and performance of the executives in the tested domain. Executives in Asian Alliance Insurance most of prefer work with flexible work schedule. In the flexible work schedule system most of the insurance companies are still practicing this on the marketing and sales side employees. But the scenario of the management level employees most of the insurance industry managers enjoy this facility. So if the company can make the target and appoint task and duties to the workers rather than more flexible approach it makes more motivated executive level employees. Findings revealed that executive's performance in Asian Alliance Insurance positively link with flexible work schedule in the company established.

Keywords: *Flexible Work Schedule, Employee Performance, Executive Level Employees*