

Comparative Study of Work-Life Enrichment of Freelancers and Permanent Employees in IT Industry

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With the present situation of the world, there is more concern about the work family-related concepts. Most of the researches are tend to research this area. Most of the previous studies focus on the negative side of the work-family concept that is work-family conflict. This study primarily focused on work to family enrichment and family to work enrichment, which is the positive side of the work-family concept. This study aimed to investigate the difference in work-life enrichment between freelancer employees and permanent employees in the IT industry. It was hypothesized that the two employment types of freelancer employees and permanent employees differ in their work-family enrichment. This study covered employees working in the IT industry in the Colombo area in Sri Lanka with a sample size of 208, and data were collected through a structured online questionnaire. The hypotheses were tested by using the independent sample T-test. Findings revealed that there is a significant difference between the freelancers' and permanent employees' work-family enrichment. This study concluded that the practitioners are encouraged to implement the freelance working culture to gain more advantages to get better outcomes for the work and family domains. Further, this study is a key attempt to identify the freelancers and their present perspectives.

Keywords: *Family to work enrichment, Freelancers, Permanent employees, Work to Family Enrichment*

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