

Impact of Flex-Work on Employee Performance: A Study of Executive Level Employees in IT Industry in Sri Lanka

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Employee performance plays a vital role in every organization as a significant building block. It is crucial to examine the effect of flex-work on employee performance in the modern business world since it is a widely discussed topic during COVID-19 pandemic situation. Although scholars have already examined the effect of flex-work practices and their outcomes, the results are inconsistent. Thus, the current study intends to address the lacuna in literature. Hence, the purpose of the study is to examine the impact of flex-work on employee performance. To attain this purpose, the researcher collected data from 169 executive-level employees in three IT firms in the western province in Sri Lanka. As this is a cross-sectional study data collection is limited one point in time. Data were analyzed using descriptive statistics, correlation and regression with the aid of SPSS. The study's findings revealed that there is a significant impact of flex-work on employee performance, where employee performance will increase by flex-work. Based on the findings, the researcher gave recommendations to improve employee performance through improved flex work. The sample of this study is limited to executive-level employees in 3 IT firms. Thus, the cross-validation of this study's findings to be done in various industries comparatively among a more significant sample in subsequent studies is recommended, which will add more insights to the present study's substance.

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