

The Effect of Flexible Work Arrangements, Meaningful Work, and Perceived Organisational Support on Contextual Performance amongst Female employees in Seychelles

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Employees are core assets in any organisation to improve organisational performance and sustainability. More women are joining the workforce, and it is crucial for organisations to develop policies and strategies to improve the contextual performance of women. Researchers have identified several determinants of contextual performance, but there is a dearth of studies on the determinants of contextual performance of women in a developing country like Seychelles. This study aimed to examine the effects of flexible work arrangements, perceived organisational support, and meaningful work on contextual performance amongst female workers in Seychelles. This was a quantitative study, and the target population were female employees in Seychelles. Data was collected from eighty-two respondents using a self-administered questionnaire. The results revealed that perceived organisational support and meaningful work had a significant relationship with contextual performance. However, flexible work arrangements did not have a significant relationship with contextual performance. To the best of the author's knowledge, this study is the first to examine the determinants of contextual performance among female employees in a developing country.

Keywords: *Contextual Performance, Flexible Work Arrangement, Perceived Organisational Support, Meaningful Work*