

## **Impact of Perceived Benefits of Work from Home on Employee Job Satisfaction**

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The purpose of this research is to identify the impact of perceived benefits of work from home on employee job satisfaction. In addition to that, this study intends to contribute to fill the literature gap by looking into the relationship between perceived benefits of work from home and employee job satisfaction. This is a quantitative and correctional study done in a non-contrived setting. The sample of 146 executive-level employees of a selected leading private hospital in Sri Lanka were considered as the sample of the study and data were collected through a self-administered questionnaire. This study investigates how working from home influences employees' work effort. According to Gajendran and Harrison (2007) only a minority of employees always work from home, the majority spend just a few days per month at home. Therefore, it is also important for employers to know how employees' work effort is affected by frequency. Thus, we additionally consider the working from home frequency in our empirical analysis. However, a lot of employer's fears that employees exploit the freedom when working from home and lower their individual work effort. Our empirical analysis shows that working from home has a statistically significant positive effect on work effort. In addition to inducing higher work effort, employers can benefit from the implementation of working from home, as they can save operating costs due to reduced office space.

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