

Impact of the Information Communication Technology on Well-Being of Managerial Level Employees in Plastic and Rubber Manufacturing Industry, Sri Lanka

Lakmal, K. A. K.¹ and Karunarathna, R. A. I. C.²

Employees are the most valuable resources among the other resources within an organization. Moreover, employee better health and safety are key factor of enhances optimal performance and better quality of life within the organization. In case prior researcher has found the employee wellbeing is a vital point of enhances the employee happy and healthy in organization. Further wellbeing examines the prevention of injury and build up the safe work environment and happiness work culture. Even though many researchers focus the many factors affecting of the employee wellbeing and among the information communicational technology (ICT) usages are considerable affecting established the wellbeing at workplaces. Because ICT most enormous effect of usual workplace activities and it add the more work for employees. The purpose of the study is to identify the impact of Information communication technology on wellbeing in managerial level employees' rubber and plastics manufacturing industry. Further disused the ICT impact on job demand through employee wellbeing in above mention the industry managerial level employees. In this study researcher conducted the qualitative and cross-sectional survey among the randomly selected the managerial level employee in rubber and plastics manufacturing industry in Sri Lanka. Further, the researcher distributed the questionnaire via printed on a paper as a questionnaire survey. The collected the data analyzed within the support of SPSS. Finally, researcher proved the significant impact between ICT, wellbeing and hypothesis of mediation effect of job demand on ICT and employee wellbeing was accepted.

Keywords: *Wellbeing, Information Communication Technology, Job Demand, Happiness, Healthiness Workplace*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [kanishkalakmal9001@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [ishankac@kln.ac.lk]