

Impact of Hybrid Work Life on Employee Career Development in IT Industry: Evidence from a Leading IT Company in Sri Lanka

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The purpose of this study is to identify the impact of Hybrid Work Life on Employee Career Development. In addition to that, this study intends to contribute to filling the literature gap by looking into the impact of Hybrid Work Life on Employee Career Development. Although in western literature, very few studies have examined to identify this impact, when it comes to Sri Lankan settings, there were not many research findings. The study was conducted as a quantitative and cross-sectional research study. The data were collected with the help of self-administered questionnaires. Simple regression analysis was used to test the study hypotheses. The independent variable is hybrid work life, while the dependent variable is employee career development. Primary data was collected from ABC leading IT company in Sri Lanka. The simple random sampling technique was used to calculate the sample size, and the final sample included 122 managerial and executive-level employees from a specific IT company. Data were analyzed using both descriptive and inferential statistics, namely correlation and regression with the aid of SPSS version 23.0. Analyzed results showed a negative impact of Hybrid Work Life on Employee Career Development. The study results underlined the potential negative impact of Hybrid Work Life on Employee Career Development. Furthermore, this study raises the need for companies to look at their employee's career progression with a more serious and holistic approach.

Keywords: *IT Industry, Hybrid Work Life, Career Development, Advocate Learning, Flexibility, Employee interaction*

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