REMOTE WORKING PERFORMANCE AMONG IT PROFESSIONALS IN SRI LANKA

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ABSTRACT

This study investigated the effects of remote working on the job performance of IT professionals in Sri Lanka, focusing on three key variables: work environment, job satisfaction, and work motivation. Remote work has gained significant attention, particularly during crises such as the COVID-19 pandemic; however, there remains limited research on its specific impacts within the Sri Lankan IT sector. This study aimed to fill this gap by assessing how these variables influence job performance. An online questionnaire was distributed to 384 IT professionals, and their responses were analyzed using SPSS. The findings revealed that remote work fosters higher job satisfaction and motivation, leading to improvements in work engagement. However, the direct impact on productivity remains inconclusive as the results vary across contexts and individual experiences. This study highlights the complexities of remote work and suggests that while it may enhance certain aspects of performance, the relationship between remote work and overall productivity is not straightforward. This study contributes to the growing body of knowledge on remote work by offering insights for both IT professionals and business leaders. It provides a foundation for future studies to explore the long-term effects of remote work on performance, taking into consideration factors such as work-life balance, organizational support, and evolving remote work practices. These findings are particularly relevant to organizations seeking to optimize remote work strategies in the post-pandemic world.

Keywords: Remote work, IT professionals, job performance, work environment, job satisfaction, work motivation, Sri Lanka.