



**Impact on Work Life Balance on Employee Performance During
the COVID 19 Outbreak: A Case of IT Sector, Sri Lanka.**

This dissertation is submitted as a partial fulfillment of the degree of
Master of Business Administration

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ACKNOWLEDGEMENT

This research project would not have been possible without the support of many people. Many thanks to my supervisor, Mr. Madhawa Herath, who read my numerous revisions and helped make some sense of the confusion. Mr. Madhawa Herath has been an ideal teacher, mentor, and thesis supervisor, offering advice and encouragement with a perfect blend of insight and humor throughout the research. I'm proud of, and grateful for, my time working with Dr. Madhawa Herath. Also, thanks to the audience who attended to the survey and helped me to gather their feedback on time.

I'm also thankful to Sri Lanka Institute of Information Technology - SLIIT for this two-year Master of Business Administration program. The program has helped me to gain a professional knowledge in terms of the subject throughout 13 modules including this dissertation module. I am happy and proud to say that I have mastered and gathered the knowledge throughout this program that cannot express into words and will be delivered my best by using the same knowledge to my upcoming events and challenges.

Lastly, my beloved husband deserves endless gratitude, Sajith Chandrasiri has been extremely supportive throughout this program and being supportive pillar to this entire process by giving me the strength and understanding to this program. And thanking my parents for giving me support and guidance throughout this hard times. Thank you so much for the endless time with me during this program.

ABSTRACT

In the corporate world today, every organization are facing many challenges where organizations are forces to develop strategies and goals to survive in their place as a stable organization. It is with the support of the work delivered from employees and the success of these strategies which support and strengthen the organization to sustain in the business world.

As we evaluate the business context today, human resource can be considered as the most vital resource to any sort of businesses. Specially, the Information Technology (IT) Industry of Sri Lanka is considered to be one of the main streams of businesses that rely on their employees in order to be successful and productive. Organizations and establishments are currently experiencing a large number of changes in demand for the products and services that they supply as a result of the current economic environment, and they are under pressure to enhance performance in order to meet organizational goals and objectives. This has increased the need for organizations to assess their processes, organizational mission and goals, performance targets, and performance measurements, in addition to improving the way they deliver services.

Presently, Work-life Balance has become fair concepts in many organizations where the management focuses more on the employee's work and life balance aspects. It is quite evident that when employees have a balance between work and life, it can gain a healthy, happy and successful life in long term. And also, the individuals who concern about an upright quality of work balance will ultimately lead an upright quality of life.

Balance of work and life activities characterized as the degree to which people are similarly occupied and happy with their both work and family and it is also proposed that work-life can be taken as a worldwide evaluation. Consequently, family requests come through work assets just as work requests come through family assets and the cooperation is viable in the two fields. Individuals who ought to have a capacity to adjust among work and family responsibilities is to look for harmony between work and life activities, just as other non-work obligations and exercises. Thus, balance of work and life activities alludes to the adaptable working plans that permit the two guardians and non-guardians to profit of working courses of action that give a harmony between work obligations and individual duties.

Organizations who support in the work environment, advances to expand the degree of harmony between work-life activities through offering adaptable plan for getting work done which empowers representatives to achieve work. Therefore, work environment support has

been demonstrated to be pivotal logical assets that can assist representatives with getting the things done that they esteem, including more prominent harmony between work and life activities.

The current pandemic situation, the Coronavirus has massively impacted the business and organization all across the world shifting work from office to work from home (WFH). Therefore, the normal routine of workers has changed entirely, rephrasing it as the “new normal” where the office setup has changed and people are forced to WFH. Simply the Work Life Balance (WLB) can be defined as finding the right amount of taste between the life and work, and also feeling happy, healthy and comfortable with both work and family obligations. In this set up employees try to find the balance in paid and unpaid work plus personal time. But off course the technology has made it easier for the people to WFH without lacking absence.

Table of Contents

DECLARATION	2
SUPERVISOR'S CERTIFICATION	3
ACKNOWLEDGEMENT	4
ABSTRACT.....	5
CHAPTER 01: INTRODUCTION	12
1.1 Introduction	12
1.2 Problem Statement	13
1.3 Research Questions	14
1.4 Research Objectives	15
1.5 Significance of the Study	15
1.6 Scope of the Study.....	16
1.7 Chapter Breakdown.....	16
1.8 Chapter Summary.....	18
CHAPTER 2: LITERATURE REVIEW	19
2.1 Introduction	19
2.2 The Concept of Work Life Balance	20
2.3 Employee Performance	21
2.4 COVID-19 and Work Life Balance	22
2.5 Workload Management and WLB	23
2.6 Family Responsibilities and WLB	24
2.7 Employee Mental Strength and WLB	25
2.8 Work Life Balance and Employee Retention.....	26
2.9 IT Sector in Sri Lanka	26
2.10 Research Gap.....	27
2.11 Chapter Summery	27

CHAPTER 3: METHODOLOGY	29
3.1 Introduction	29
3.2 Research Design	29
3.3 Theoretical Framework	29
3.3.1 Research Philosophy	29
3.3.2 Research Approach	30
3.3.3 Research Strategies	30
3.3.4 Research Choice.....	30
3.4 Variables.....	31
3.5 Hypotheses	31
3.6 Methodology	32
3.6.1 Research Population.....	32
3.6.2 Sampling Technique	33
3.6.4 Questionnaire Development Method	34
3.6.5 Instrumentation and Operationalization of Constructs	35
3.6.6 Pilot Study.....	37
3.7 Data Analysis Plan	37
3.8 Regression Analysis	37
3.9 Ethical Procedures.....	38
3.10 Chapter Summary	38
CHAPTER 04: RESULTS AND DISCUSSION	40
4.1 Introduction	40
4.3 Descriptive Statistics of Respondents	42
4.4 Discussion of Results	43
4.5 Individual Frequency Test for Independent Variables	44
4.6 Regression Analysis	46
4.7 Model Summary	47

4.8	Hypotheses Testing	50
4.9	Summary of Analysis	53
	CHAPTER 05: CONCLUSION AND RECOMMENDATION	54
5.1	Introduction	54
5.2	Conclusion.....	55
5.2.1	Workload Management.....	55
5.2.2	Managing Family Responsibilities	55
5.2.3	Managing Employee Mental Strength	56
5.3	Recommendations	57
5.4	Limitations	58
5.5	Further Research Area.....	59
5.6	Chapter Summery.....	59
	REFERENCES	60
	APPENDIX.....	65
	APPENDIX 01: SAMPLE SIZES FOR A GIVEN POPULATION (Sekaran, 2006)	65
	APPENDIX 02: QUESTIONNAIRE FOR MAIN SURVEY	66
	APPENDIX 03: SPSS OUTPUTS.....	72

List of Tables

Table 1: Total Population.....	33
Table 2: Sample Size	33
Table 3: Instrumentation and Operationalization of Constructs	35
Table 4: Summary of Reliability Analysis for Independent Variable	41
Table 5: Reliability Analysis for Dependent Variables	41
Table 6: Descriptive Statistics of Demographic Factors.....	43
Table 7: Individual Frequency Test for Workload Management.....	44
Table 8: Individual Frequency Test for Managing Family Responsibilities	45
Table 9: Individual Frequency Test for Managing Employee Mental Strength	45
Table 10: Summary of Regression Analysis.....	46
Table 11: Model Summary	47
Table 12: ANOVA.....	48
Table 13: Coefficients.....	49
Table 14: Overall Hypotheses Testing.....	51
Table 15: Summary of Hypothesis Analysis	53

List of Figures

Figure 1: Literature Search Flow Diagram	19
Figure 2: Conceptual Framework	31
Figure 3: Histogram of the Dependent variable of Employee Performance.....	49
Figure 4: Normal PP Plot of Regression Residual Diagram.....	50

List of Abbreviations

ANOVA - Analysis of Variance

HRM - Human Resource Management

HR - Human Resource

IT - Information Technology

MLR – Multiple Linier Regression

SPSS - Statistical Package for Social Sciences

WLB - Work-life Balance

WFH - Work from Home