Impact of Work from Home Dimensions on IT Employee Productivity during COVID-19: Evidence from Sri Lankan IT Industry

P.C Gamaethige
(Reg. No.: MS20901394)
M.Sc. in Information Management

Supervisor: Assistant Professor. Dasuni Nawinna

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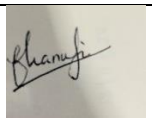
Faculty of Graduate Studies and Research
Sri Lanka Institute of Information Technology

Declaration

I declare that this is my own work and this dissertation does not incorporate without acknowledgment any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgment is made in the text.

Name	Signature
P. C Gamaethige (20901394)	

The above candidate has carried out research for the MSc. In IM dissertation under my supervision.

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Abstract

Working from home, also known as remote work or telework is a concept where employees do not have to physically be in the workplace to provide products and services to the customers or the employer. Though the WFH approach is subjected to a global research topic throughout the past decade, the phenomenon came into play with the global outburst of COVID-19. The sudden shift has made an opportunity to reimagine the capabilities and the way knowledge workers work. The study proposes a structural equation model-based approach to analyze the Impact of Work from Home Dimensions on IT Employee Productivity during COVID-19 Pandemic providing Evidence from Sri Lankan IT Industry. If working from home and its' dimensions have a positive relationship with employee productivity, organizations can enjoy the luxury of cutting the added cost of electricity, internet, building maintenance, food, and transport allowances while maintaining higher productivity of working from home employees which increase the revenue and gain a competitive advantage.

Key words: Working from home, Employee Productivity, SEM, PLS-SEM, Latent Variable Analysis

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