

Flexible Working Arrangements and Job Satisfaction of Public Sector Employees with Reference to Post COVID- 19 Situation in Sri Lanka

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Due to the COVID-19 (Corona Virus Disease 2019) Pandemic, Flexible Work Arrangements (FWAs) have become a timely need. The emergence of the constructs of FWAs (Part time work, Work sharing, Flextime, Compressed work week, Home-based working) resulted from technological development. This study utilizes quantitative method and a qualitative approach. The purpose of this study is to examine the influence of personal attributes on employee satisfaction with reference to the mediating effect of the intention of public sector employees towards FWAs. Theory of Reasoned Action and Theory of Planned Behaviour models are utilized and the variables such as attitude, subjective norms, perceived behavioural control (Independent Variables), employee satisfaction (Dependent Variable) and intention towards FWAs (Mediating Variable) are used in the study. The population of the study comprises of public sector workers of the Western Province. Convenient sampling method is used to select 100 employees in the public sector. Data are collected through a survey method using an online questionnaire. The study concludes that the attitudes and perceived behavioural control have a positive influence on the intention of public sector employees towards flexible working arrangements while subjective norms do not influence on the intention of public sector employees. The study finds it significant that employees are more interested in FWAs in order to have more satisfaction in their career life.

Keywords: *Flexible Work Arrangements (FWAs), job satisfaction, intention, public sector*