

## **Work From Home Culture of Private Service Sector in the Western Province of Sri Lanka: Effectiveness through Women's Experiences**

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### **Abstract**

This study addresses the research problem of investigating the effectiveness of Work From Home (WFH) culture in the private service sector of the Western Province, Sri Lanka, focusing on women's experiences. Using a qualitative research method, twelve female top-level and middle-level industry professionals were interviewed using convenience and snowball sampling methods. The findings indicate that work-life balance, employees' well-being, and work experience have a notable influence on the effectiveness of WFH culture in private service sector companies. It is suggested that firms give these considerations top priority when putting work from home rules into place. In order to deal with future uncertainty, a hybrid strategy that combines working from home with conventional office-based work is recommended. Future studies might broaden the study's focus to incorporate workers from other levels and industries and investigate additional variables that affect WFH efficacy.

**Keywords:** *Work From Home culture, Work-life balance, Women employees, Sri Lanka*