**Study about the mental health of the employees in the IT Industry while engaging in remote working**

M.N.M.Yusry, G.Arunath

*Department of Software Engineering, British College of Applied Studies, Kandy, Sri Lanka*

*MSc in Computer Science,BEng(Hons) Electrical &Electronics,MCP,MCTS,MCSA,* *Head-School of Computing, British College of Applied Studies, Kandy, Sri Lanka*

[arun@bcas.lk](mailto:arun@bcas.lk), [yusryy663@gmail.com](mailto:yusryy663@gmail.com)

**Abstract**

During the COVID-19 pandemic of 2020, many workers were unexpectedly forced to remote working. This change became a great challenge between career and personal life of many employees. Due to the lack of home office spaces many employees were forced to setup temporary work spaces wherever there was available space. These changes have had a negative impact on the mental health and work productivity of many employees, who have also reported feeling less motivated and stressed out. This paper aims to give the reader whether the employees are really motivated or not while engaging in remote working. Facts about the mental health of the employees used in this research was gathered by referring to similar articles from the internet. A survey was done in order to gain information about the mental health and the respondents were form the IT companies in the Kandy district. The questionnaires were provided using google forms and the analysis of the responses were done using Microsoft Excel. 99 employees responded to the questionnaire. According to the responses given by the employees, 74.7% of the employees were between the age of 18 – 29 and 22.2% of the employees were between the age of 30 – 39. And only a 3% of them were in between the of the age of 40 – 49. And 78.8% of the employees were male and 22.2% were female employees. 85.9% of the employees gave positive feedback about their mental health while engaged in remote working. 82.8% of the employees has mentioned that they were not unmotivated because of remote working. Most of the employees who worked remotely are likely to work in person as well. 75.8% of the employees have said that they do not expect a decrease in work life if engaged in remote working. 67.7% of the employees have said that their mental health hasn’t improved or declined because of remote working. And 30.3% of the employees have said that their mental health has improved because of remote working. From this study we have found that 90% of the employees have enjoyed and had a positive experience whilst working remotely. The overall view seems to be that working from home has increased employee’s mental health. And a very few employees did notice a decline in their mental health.

**Keywords:**

Remote Working, Employees, IT Industry, Mental Health.