

**ADAPTABILITY OF FLEXI HOURS CONCEPT IN THE
GOVERNMENT CONSTRUCTION CONSULTANCY
ORGANIZATIONS IN SRI LANKA**

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Degree of Master of Science in Project Management

Department of Building Economics

University of Moratuwa

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DECLARATION

“I declare that this is my own work and this dissertation does not incorporate without acknowledgement 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 acknowledgement is made in the text.

Further, I acknowledge the intellectual contribution of my research supervisor Ch. QS. Prof. (Mrs.) B.A.K.S. Perera for the successful completion of this research dissertation. I affirm that I will not make any publication from this research without the name of my research supervisor as contributing author, unless otherwise I have obtained written consent from my research supervisor.

Also, I hereby grant to University of Moratuwa the non-exclusive right to reproduce and distribute my dissertation, in whole or in part in print, electronic or other medium. I retain the right to use this content in whole or part in future works (such as articles or books).”

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U. Wanniarachchi

The above candidate has carried out research for the Dissertation under my supervision.

Name of the Supervisor: Ch. QS Prof. (Mrs.) B.A.K.S. Perera

Signature of the supervisor:

Date: 23-Aug-2020

ABSTRACT

Adaptability of flexi hours concept in the Government Construction Consultancy Organizations in Sri Lanka

To aid the employees towards balancing their work and personal life (work life balance), most of the organizations (apart to the construction industry) tend to offer flexible working hours. It allows employees to elect their work start and end time, consequently providing them with an opportunity to avoid travelling during peak traffic times. As a solution to overcome from the traffic congestion during peak hours and also to consume energy more efficiently, the selected research topic is essential by being vigilant to the Sri Lankan working culture and economy. Therewith, the timely need of the adaptability of flexi working hours concept to Sri Lankan construction industry is required to address the existing literature gap and to reduce the job stress with in the industry.

The purpose of this research is to grasp the real essence of understanding how employees and employers experience about the usage of flexible working hours and how to adapt it to the government sector construction organisations in Sri Lanka by limiting to consultant organizations. The objectives were achieved with qualitative approach and data were collected from two rounds of semi-structured interviews. Findings were analysed with the use of manual content analysis to encode the collected data from the interviews.

The study originates minimising work stress, minimising work-family conflicts, and improving business continuity to be major enablers of the flexi-hour concept in any sector and that flexible working hours will enable handling of emergencies. Non-availability of public transport, personal attitudes, restricted technology access, and increased expenses were the barriers identified to implement flexi-hours in any sector. Time and employee management related issues are the barriers to implementing flexi-hours in the construction industry. Thus, changing legislation to accommodate flexi-hours, enhancing awareness about flexi working hours among project stakeholders, and introducing monitoring systems were the strategies suggested for implementing flexi-hours in government construction consultancy organisations.

Key Words: *flexitime, construction industry, flexi hours, traffic congestion, work life balance, government construction consultancy organizations, Sri Lanka*

DEDICATION

*I dedicate this research to my beloved family for the
immense love, care, support and encouragement
conveyed to me at all times*

ACKNOWLEDGEMENT

This research study embraces much dedications and ready assistances received from many people, who contributed in generous ways to ensure the success of the final output. Hence, it is my privilege to honour and acknowledge every individual who contributed to this piece of work in numerous ways.

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LIST OF ABBREVIATIONS

Abbreviation	Description
A.M.	Ante Merīdiem
DS	Department of Sociology
E.G.	for example
ETC	Et cetera
HRMID	Human Resource Management International Digest
IT	Information Technology
KPI	Key Performance Indicators
P.M.	Post Merīdiem
PPP	Public Private Partnerships
UK	United Kingdom
WLB	Work Life Balance
YRS	Years

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