

The 6th International Research Symposium 2025

Symposium Proceedings

SYMPOSIUM TRACKS

Business and Public Management
Humanities and Social Sciences
Disaster Management, Science and Technology

 Institute of Human Resource Advancement
275, Bauddhaloka Mawatha, Colombo 07, Sri Lanka

 +94 11 2503393

 irc@ihra.cmb.ac.lk

 www.ihra.cmb.ac.lk

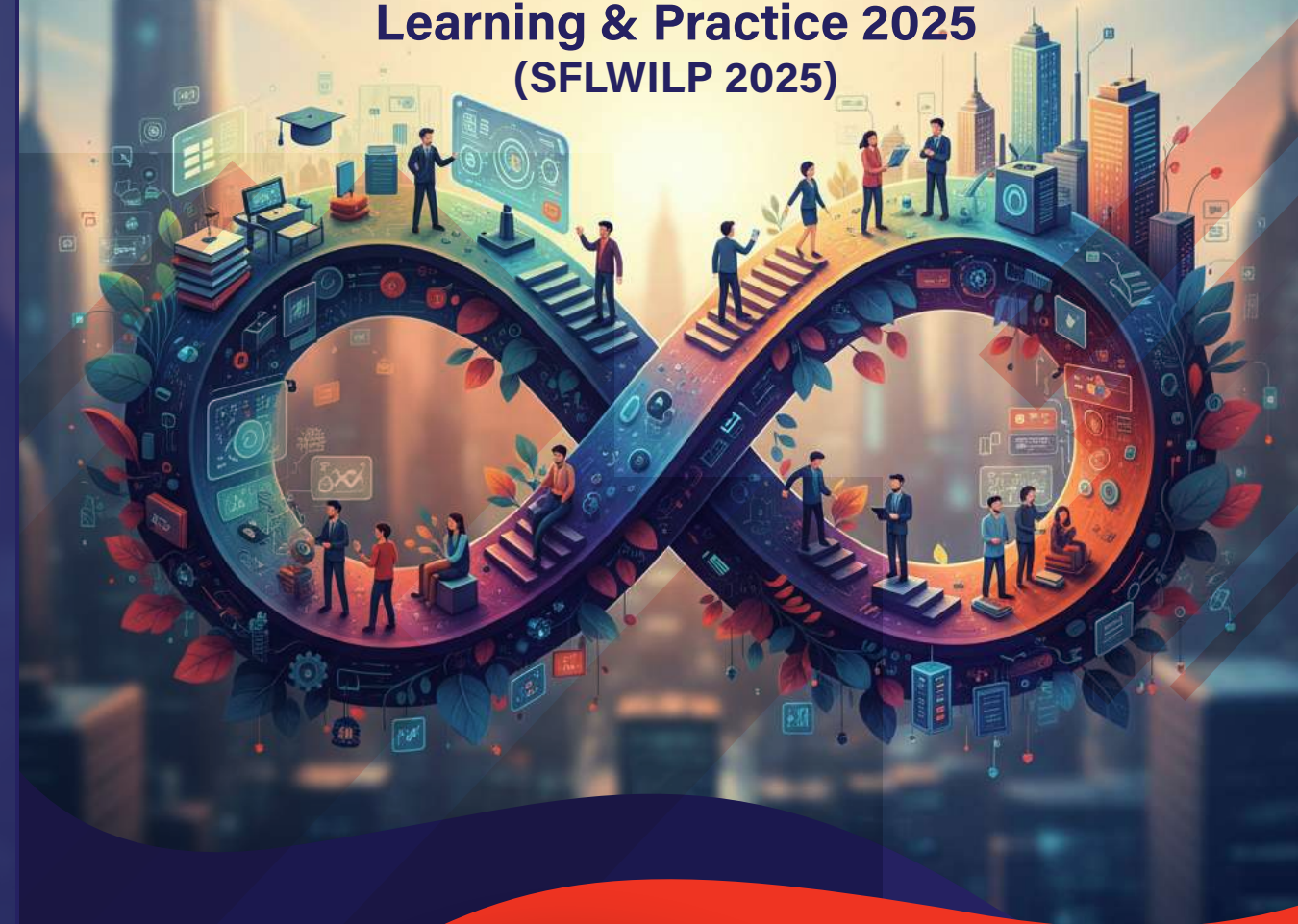
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THE 6TH INTERNATIONAL RESEARCH SYMPOSIUM OF IHRA 2025

Shaping the Future Landscape of Work-Integrated Learning & Practice 2025 (SFLWILP 2025)



Institute of Human Resource Advancement
University of Colombo



**Institute of Human Resource Advancement
University of Colombo**

The 6th International Research Symposium 2025

**“Shaping the Future Landscape of
Work-Integrated Learning & Practice 2025”**

SYMPOSIUM PROCEEDINGS

IRS6 - SFLWILP 2025 - IHRAUOC

23rd October 2025

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CONTENT

Message from the Vice Chancellor, University of Colombo, Sri Lanka	vii
Message from the Acting Director, Institute of Human Resource Advancement, University of Colombo, Sri Lanka	viii
Message from the Conference Chair, Institute of Human Resource Advancement, University of Colombo, Sri Lanka	ix
Message from the Conference-Co-Chair - 01, Institute of Human Resource Advancement, University of Colombo, Sri Lanka	x
Message from the Conference-Co-Chair- 02, Institute of Human Resource Advancement, University of Colombo, Sri Lanka	xi

Track 01- Disaster Management, Science and Technology	01-07
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- Ecotourism in Delft: Challenges and Opportunities for Community Based Sustainable Development
- The Impact of Job Characteristics on Executives' Performance of ABC Printing Technologies (Pvt) Ltd. Sri Lanka
- The Impact of Digital Marketing Strategies on Consumer Buying Behaviour in the Food Products of ABC Company
- Impact of Supervisor's Leadership Style on Employees' Job Satisfaction; With Special Reference to the Executive Employees of The State Universities in Sri Lanka
- Bricolage and Improvisation as Drivers of Job Satisfaction: Evidence from Food and Beverage Employees in Star Hotels in Sri Lanka

Track 02- Humanities and Social Sciences	08-31
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- Effects of Buddhist meditation on mental well-being of elderly in Colombo district - Sri Lanka
- The Role of Work-Integrated Learning (WIL) in Bridging the Gap between University Education and Industry Needs
- Psychological Stress and its Impact on Academic Performance of University Students: (A Study of Medical Faculty Students at the University of Jayewardenepura)

Impact of AI on Labour Law Regime in Sri Lanka: Insights from EU

Motivations to Use Substances by Female Sex Workers

A Philosophical Inquiry into Death and Liberation according to the Tibetan Book of the Dead

A Psychological Study on the Impact of Attention Deficit Hyperactivity Disorder for Learning of Primary School Children (With reference to Colombo District)

Effectiveness of Premarital counselling for the couples with intention of consummation in Colombo

Factors Influencing Student Achievement in Mathematics at the G.C.E. O/L: A Study of Schools in the Kelaniya Education Division, Sri Lanka

From Skills to Humanity: The Philosophical Challenges of Work-Integrated Learning in Sri Lanka

A Study of the Effect of Caregiver–Administered Music Therapy on the Language Development in Autistic Children

A Study on The Use of Koha Systems in The Library of The University of Kelaniya, Sri Lanka

The Impact of Mental Health Levels on Employee Performance

Development and Validation of Custom Burnout Inventory for Assessing Occupational Burnout Among Employees in Sri Lanka

Trends in Equity, Inclusion, and Access in Work-Integrated Learning in Higher Education

A Comparative Analysis of Political Manifestos in Sri Lanka’s Presidential Elections: From Chandrika Kumaratunga to Gotabaya Rajapaksa 1994-2019

Voter Engagement and Political Continuity in Wattala: Insights for Inclusive Governance and Practical Political Strategies

The Role of Coping Strategies in Managing Work Stress and Burnout Among IT Professionals

මක්දව්‍යවලට ඇබ්බැහි වීම කෙරෙහි බලපාන පොරුම ගති ලක්ෂණ

Exploring safety risks and reporting barriers among university students in night-time part-time employment

Track 03- Disaster Management, Science and Technology

32-34

Adoption of Audiobook Technology Among Differently Abled University Students in Sri Lanka: Challenges and Opportunities

Assessing the relationship between Urban Heat Island Effect and Urban Green Spaces in Colombo District, Sri Lanka

The Impact of Agricultural Advisory Service Quality on Farmer Satisfaction



Message from the Vice Chancellor University of Colombo, Sri Lanka

It is with great pleasure that I extend my warmest welcome to all participants of the 6th International Research Symposium, organized by the Institute of Human Resource Advancement (IHRA) of the University of Colombo, under the timely and thought-provoking theme *Shaping the Future Landscape of Work-Integrated Learning & Practice*.

In today's rapidly evolving world of work, the boundaries between education and employment are increasingly intertwined. Individuals no longer learn and then work, instead they learn while working, and work while learning. This shift reflects a global movement toward lifelong, work-integrated education that is flexible, relevant, and responsive to the needs of the modern workforce.

As a national university, it is our responsibility to initiate and lead conversations and research that anticipate future challenges and reimagine the role of higher education. This symposium provides an important platform for academics, professionals, and students to share their research, insights, and innovations that bridge the gap between classroom theory and real-world practice.

I commend the Institute of Human Resource Advancement for initiating this vital dialogue, and I express my sincere appreciation to the keynote speakers, panelists, researchers, reviewers, organizing committee, and especially the contributors whose work brings life to this event.

Let us take this opportunity to not only exchange knowledge but to inspire actionable change to shape a future of learning that is not only integrated with work, but also inclusive, ethical, and human-centered.

I wish you all a rewarding and enriching symposium experience.

Warm regards,

Professor Indika Mahesh Karunathilake
Vice Chancellor
University of Colombo
Sri Lanka



Message from the Acting Director
Institute of Human Resource Advancement
University of Colombo, Sri Lanka

It gives me great pleasure to extend my greetings and well wishes as we gather for the 6th International Research Symposium of the Institute of Human Resource Advancement (IHRA), University of Colombo. This year, we have organized the conference under the theme: “Shaping the Future Landscape of Work-Integrated Learning & Practice 2025.”

In an era marked by rapid technological change, shifting economic dynamics, and evolving workforce demands, the traditional boundaries between learning and working are becoming increasingly blurred. The concept of work-integrated learning where formal education is combined with experience is no longer a luxury; it is a necessity.

As an institute dedicated to facilitating workers’ education, IHRA is proud to lead the way. This symposium offers a platform for academics, industry professionals and students to connect, exchange ideas, and explore strategies to bridge the gap between education and employment.

This event also reinforces IHRA’s core mission: serving as a bridge between academia and industry. By fostering strong collaborations between these spheres, we can create pathways that are not only academically sound but also practically relevant to today’s context.

I wish to express my sincere appreciation to the organizing committee, our valued partners, and all contributors who have worked tirelessly during the last few months to bring this event to life.

As we engage in dialogue, share ideas, and build new connections, I trust this symposium will leave a lasting impact not only within our university but across our communities, industries, and the workforce.

I wish you all the very best.

Thank you.

Senior Professor Upul Sonnadara
Acting Director
Institute of Human Resource Advancement
University of Colombo,
Sri Lanka

Message from the Conference Chair
Institute of Human Resource Advancement
University of Colombo, Sri Lanka



It is my great pleasure to welcome you to SFLWILP 2025. Researchers, educators, employers, and students who believe that learning and work are most effective when combined with purpose.

Around the world and in Sri Lanka in particular, graduates are entering labour markets transformed by digital technologies, new forms of work, sustainability demands, and rising expectations for human skills. Our theme, *Shaping the Future Landscape of Work-Integrated Learning & Practice*, invites us to respond to these changes with practical innovations grounded in research and partnership.

We will examine how internships, apprenticeships, clinical and teaching practice, community engaged projects, simulations, and industry embedded research can move beyond hours completed to measurable capability, wellbeing, and impact. We will explore assessment that is authentic, technology that is enabling but ethical, supervision that is developmental, and partnerships that are reciprocal benefiting learners, workplaces, and communities alike.

SFLWILP 2025 has been designed for conversation and cocreation. Plenary talks, research papers, and roundtables will sit alongside practice, policy dialogues, and industry showcases. I encourage you to share data, tools, and curricula to question assumptions and to leave with concrete ideas you can pilot in your own institutions and organisations. Our aim is that the discussions here translate into new collaborations, improved programmes, and better outcomes for learners and employers.

As hosts, the Institute of Human Resource Advancement is proud to situate this dialogue in Colombo, a hub where higher education, public service, and enterprise meet. Sri Lanka's experience in building skills for a dynamic economy, while keeping human development at the centre, gives this gathering a distinctive perspective. We warmly invite international colleagues to connect with our local partners and to build comparative projects that advance the field.

I extend sincere thanks to our keynote speaker and panellists, the technical committee and reviewers, and track chairs. Most of all, I thank the authors, practitioners, students, and volunteers whose energy makes this event possible. Your contributions ensure that SFLWILP 2025 is not only a platform for knowledge exchange, but also a launching point for sustained action.

I wish you an engaging and inspiring conference. May the ideas formed here help us design WIL that is rigorous, inclusive, future ready, and profoundly human.

Warm regards,

Prof. W.S. Chandrasekara
Conference Chair, SFLWILP 2025
Institute of Human Resource Advancement, University of Colombo, Sri Lanka

Message from the Conference-Co-Chair - 01
Institute of Human Resource Advancement
University of Colombo



Dear Colleagues, Partners, and Participants,

It is a privilege to welcome you to the 6th International Research Symposium of the Institute of Human Resource Advancement (IHRA), University of Colombo. This year, we turn our focus to a theme that is more relevant than ever: “Shaping the Future Landscape of Work-Integrated Learning & Practice 2025.”

At IHRA, we believe education must extend beyond the classroom. It must embrace the workplace, foster collaboration, and provide opportunities for real-world problem-solving. This symposium brings together a diverse community of thinkers and researchers, practitioners, educators, policymakers, and students to explore how we can co-create education systems that respond to change with agility and vision.

Through your research, ideas, and shared experiences, this event serves as a catalyst for innovation. It enables us to ask critical questions: How do we redesign learning to meet the demands of the future? How can academia and industry work in tandem to build stronger, more resilient societies? And most importantly, how do we ensure that these advancements remain inclusive and equitable for all?

I extend my sincere gratitude to the organizing committee, academic contributors, and every participant who has made this symposium possible. Your commitment to advancing knowledge and practice is the true engine behind our collective success.

As we exchange insights and cultivate partnerships over the course of this symposium, I encourage you to think boldly, collaborate openly, and envision the long-term impact of your work. Together, we are not only shaping conversations, we are shaping futures.

Thank you for being part of this important journey. I wish you all an engaging and transformative symposium experience.

Warm regards,

Ms. KP Sugandika Sandamali
Conference Co-Chair
6th International Research Symposium
Institute of Human Resource Advancement,
University of Colombo,
Sri Lanka

Message from the Conference-Co-Chair - 02
Institute of Human Resource Advancement
University of Colombo



Dear Esteemed Guests, Colleagues, and Friends,

It is with great enthusiasm that I welcome you to the 6th International Research Symposium of the Institute of Human Resource Advancement (IHRA), University of Colombo. This year, our theme “*Shaping the Future Landscape of Work-Integrated Learning & Practice 2025*” invites us to critically examine and reimagine how learning and work intersect in a rapidly changing world.

We are living in a time where knowledge evolves faster than ever, and where the gap between academic learning and professional practice must be urgently bridged. Work-integrated learning is no longer a supplementary element, it is central to preparing learners to thrive in dynamic, global workplaces.

This symposium serves as a platform to explore how we can better integrate real-world experiences into academic frameworks, and how partnerships between universities, industries, and communities can drive meaningful, future-ready education. It is also a kind of call to action which can make learning more inclusive, practical, and impactful.

I am especially proud that IHRA continues to be a hub for forward-thinking discussions that unite academia and industry in shared purpose. The contributions you bring to this event whether through research, dialogue, or collaboration will no doubt spark new pathways for innovation and reform.

My deepest thanks go to the organizing committee, research contributors, keynote speakers, and every participant whose passion and hard work make this gathering possible. Your commitment is shaping not just the future of education, but the future of work itself.

Let us use this symposium as a space to connect, question, and co-create. The conversations we start here have the power to influence policy, transform institutions, and above all, empower people.

Thank you once again for being part of this significant journey.

Warm regards,

Dr. Wijayantha Ukwatta
Conference Co-Chair
6th International Research Symposium
Institute of Human Resource Advancement
University of Colombo,
Sri Lanka

ABSTRACTS OF RESEARCH PAPERS

TRACK 01

Business and Public Management

TRACK 02

Humanities and Social Sciences

TRACK 03

Disaster Management, Science and Technology

ECOTOURISM IN DELFT: CHALLENGES AND OPPORTUNITIES FOR COMMUNITY BASED SUSTAINABLE DEVELOPMENT

Dishani, C.C.¹ and Kayathri, S.²

¹Council Secretariat, Northern Province, Sri Lanka

²Department of Indigenous Medicine, Northern Province, Sri Lanka

¹abinessulaxan2017@gmail.com

Delft Island (Neduntheevu) has been prioritized for ecotourism due to its unique ecological, cultural, and historical value. This study aims to identify ecotourism opportunities, analyze key challenges, and propose community-based strategies to promote sustainable development on the island. Primary data were collected through semi-structured interviews with government officials, focus group discussions with community organizations, and field observations. Secondary data, including policy documents and literature, were also reviewed. Thematic analysis was applied to identify recurring patterns and stakeholder perspectives. Qualitative descriptive analysis was used to clearly describe local people's experiences and perspectives in relation to the island's culture, community, and environment. Geographic Information Systems (GIS) were used to map existing and potential tourist sites, providing visual support for planning, while opportunities and challenges were identified through the qualitative analysis of interview data, field observations, and secondary sources. Findings reveal significant opportunities for ecotourism through attractions such as wild horses, migratory birds, colonial-era ruins, traditional cultural experiences, and handicraft production using local materials like coir and bamboo. However, major challenges persist, including inadequate infrastructure, poor transportation, water scarcity, weak institutional coordination, resource overuse, limited conservation efforts, and low community awareness. The findings emphasize the importance of interdepartmental coordination, stakeholder collaboration, and integrating community perspectives in ecotourism planning. The study recommends developing eco-friendly accommodations and skill development centers to empower locals. Promoting environmental education and inclusive stakeholder engagement is essential for capacity building and long-term sustainability. With targeted efforts, Delft Island has the potential to emerge as an eco-friendly tourism destination, fostering both community well-being and environmental conservation.

Keywords: *Challenges, Community, Delft Island, Ecotourism, Sustainability*

**THE IMPACT OF JOB CHARACTERISTICS ON EXECUTIVES’
PERFORMANCE OF ABC PRINTING TECHNOLOGIES (PVT) LTD.
SRI LANKA**

Ekanayake, H.M.T.A.

Institute of Human Resource Advancement, University of Colombo, Sri Lanka
thisara8539@gmail.com

Organizations are always looking for ways to enhance their performance. One of the ways is to improve employee performance by incorporating job characteristics that contribute to employee motivation, satisfaction, and engagement. The characteristics of the job needed to improve employee performance are skill variety, task identity, task significance, autonomy, and feedback. Factors in improving organization development and performance cannot be separated from the role of human resources in moving the organization around the company. The goal of this research was to assess the impact of job characteristics on the performance of executives in ABC Printing Technologies (Pvt) Limited in Sri Lanka. This study utilised a quantitative methodological approach and deductive research approach using a descriptive research design and employed a non-probability sampling-convenience sampling technique to generate the sample size from the total population in a cross-sectional time horizon. A total of 186 employees participated in the study. Data was collected through a structured questionnaire based on a five-point Likert scale and administered to the executives of ABC Printing Technologies (Pvt) Limited. The quantitative data were analyzed using descriptive and inferential statistics. The relationship between independent and dependent variables was tested with the Pearson correlation coefficient. Based on the results, the five job characteristics measured have a positive correlation to employee job performance within the range of $r=0.146$ to $r=0.478$. In addition, feedback stands out as the most predictive job characteristic factor regarding the employee’s job performance, with a beta value of 0.278. In descending order of unstandardized coefficients, the other four are task significance, autonomy, task identity, and skill variety. In addition to this, the independent variables and their effect on the dependent variable are measured using multiple regression analysis. The outcome of the test confirmed that the alternative hypothesis which states job characteristics, accepts the multiple regressions where $p < 0.05$. The study ascertains that job characteristics do affect executive performance. In respect to the findings, some conclusions are drawn along with suggestions.

The study suggests that ABC Printing Technologies (Pvt) Limited needs to enhance job design to improve employees' job performance. The organization should look into job characteristics while designing a job to improve employees' performance.

Keywords: *Employee Job Performance, Job Autonomy, Job Characteristics, Job Feedback, Skill Variety, Task Identity, Task Significance*

THE IMPACT OF DIGITAL MARKETING STRATEGIES ON CONSUMER BUYING BEHAVIOUR IN THE FOOD PRODUCTS OF ABC COMPANY

Liyanage, H.L.A.D¹ and Balasooriya, K.P.L²

¹Flora Food Group (pvt) Ltd, Sri Lanka

²Sri Lanka Police, Sri Lanka

¹*askdilshan@gmail.com*

²*prasadlasitha84@gmail.com*

This study investigates the impact of digital marketing strategies on consumer buying behaviour, specifically in relation to the food products of ABC Company. The primary objective is to evaluate how various digital marketing tools such as social media marketing, email campaigns, influencer partnerships, and online advertisements affect customer attitudes, brand perception, and purchasing decisions. The purpose of the study is to provide insights that can help ABC Company enhance its marketing effectiveness and customer engagement in an increasingly digital marketplace.

To achieve these objectives, the study adopts a mixed-methods approach, combining both quantitative and qualitative data collection techniques. A structured questionnaire was distributed to a sample of 200 customers who have interacted with ABC Company's digital platforms, while in-depth interviews were conducted with a subset of 15 participants to gain deeper insights into consumer motivations and experiences. The data were analysed using statistical tools such as descriptive statistics, correlation analysis, and regression analysis to identify patterns and relationships between digital marketing variables and consumer behaviour.

The findings reveal that engaging content, personalized messaging, and credible online reviews significantly influence consumers' trust and their likelihood of making a purchase. Moreover, social media platforms emerged as the most effective channel for customer engagement. Based on the analysis, the study offers strategic recommendations for ABC Company to strengthen its digital presence and maintain a competitive edge in the food industry.

Keywords: *Digital Marketing, Consumer Buying Behaviour, Online Advertising, Social Media, Food Industry*

IMPACT OF SUPERVISOR’S LEADERSHIP STYLE ON EMPLOYEES’ JOB SATISFACTION; WITH SPECIAL REFERENCE TO THE EXECUTIVE EMPLOYEES OF THE STATE UNIVERSITIES IN SRI LANKA

Bandara, D.G.C.N.

Institute of Human Resource Advancement, University of Colombo, Sri Lanka
bandaradgen@ihra.cmb.ac.lk

The state university sector plays an essential and responsible role in Sri Lanka’s higher education system. Executive officers working in the university sector contribute more to the success of the objectives of a university. In today’s complex work environment, focusing on the job satisfaction of executive officers in state universities in Sri Lanka revealed that it is at a lower than average level. Hence, this study is investigating that how supervisor’s leadership styles impact on their job satisfaction. The purpose of this study is to examine the impact of supervisor’s leadership styles on job satisfaction of executive employees in state universities in Sri Lanka. Here, the researcher used the basic variables of transformational leadership style, transactional leadership style and Laissez-fair leadership style in relation to leadership styles and examined the effect of them on job satisfaction. This study was carried out as a cross sectional study among a sample of 235 executive employees in state universities in Sri Lanka. stratified random sampling technique was used to select the sample and primary data were collected using a standard questionnaire. Descriptive statistics, correlation and multiple regression were used as analytical techniques in this study. It was found that, there is a positive relationship between transformational leadership and job satisfaction, Transactional leadership and job satisfaction. However, there is a negative relationship between laissez-fair leadership and job satisfaction. Also, transformational leadership has a more positive effect on job satisfaction than transactional leadership style and that laissez-fair leadership style has a negative effect on job satisfaction of executive employees in state universities in Sri Lanka. And these findings are expected to be theoretically and practically important for relevant parties in the university sector to identify the impact of leadership styles and adopt more appropriate leadership styles in order to increase job satisfaction.

Keywords: *Transformational leadership style, Transactional leadership style, Laissez-fair leadership style, Job satisfaction*

BRICOLAGE AND IMPROVISATION AS DRIVERS OF JOB SATISFACTION: EVIDENCE FROM FOOD AND BEVERAGE EMPLOYEES IN STAR HOTELS IN SRI LANKA

Siromiya, S.S.

Department of Tourism Studies, Faculty of Management, Uva Wellassa University of
Sri Lanka

ies.shiromiya@gmail.com

The hospitality industry has been a major revenue-generating industry in Sri Lanka. Among its various departments, the food and beverage (F&B) sector in star hotels largely depends on employee adaptability and creativity to maintain service standards and achieve competitive advantages. Employee job satisfaction is a key determinant of organizational success, as it influences engagement and performance. Different behavior dimensions impact employee performance, among which bricolage and improvisation are significant. Bricolage is defined as employees' talent to use available limited resources creatively to solve operational issues. Further, improvisation, which refers to acting spontaneously and providing solutions in unforeseen circumstances, can enhance employees' job satisfaction. Despite their practical relevance, limited empirical research has investigated how these behaviors influence job satisfaction. This study aims to investigate the impact of bricolage and improvisation on the job satisfaction of operational-level F&B employees at Sri Lankan star hotels. A quantitative research design was adopted, and the population of the study consisted of operational-level F&B employees. According to the field survey, there were 4000 operational-level employees. The sample size of 351 was identified using the Morgan table through a simple random sampling technique. Further, the data was gathered by distributing structured questionnaires via Google Forms to the HR teams of the respective hotels. The collected data were examined using Smart PLS version 4, and reliability testing, discriminant validity, and a structured model were examined to test the hypotheses of the study. Bricolage has a positive and significant impact on job satisfaction. Furthermore, improvisation mediates this relationship, strengthening the impact of bricolage and job satisfaction. The results emphasize the practical significance for hotel managers to implement and motivate an atmosphere to encourage resourcefulness and adaptive problem-solving skills in hospitality settings. Theoretically, the study interconnects bricolage and improvisation in the context of job satisfaction, moving beyond general determinants such as compensation or

financial rewards to emphasize behavioral adaptability as a primary factor of job satisfaction. In conclusion, this study explores the role of flexibility and creativity in designing positive employee experiences, which contributes to the long time of the hospitality context.

Keywords: *Bricolage, Food and Beverage Employees, Improvisation, Job Satisfaction, Star Hotels*

EFFECTS OF BUDDHIST MEDITATION ON MENTAL WELL-BEING OF ELDERLY IN COLOMBO DISTRICT - SRI LANKA

Dhanawardhana, G.K.N.S.

Institute of Human Resource Advancement, University of Colombo, Sri Lanka

nathara97@gmail.com

The rising of elderly population in Sri Lanka presents significant mental health concerns, driven by factors such as financial insecurity, social isolation, and age-related decline. In this context, Buddhist meditation has emerged as a culturally congruent approach with potential mental health benefits. This study examined the impact of Buddhist meditation on the mental well-being of individuals aged 65 and above in Colombo District and explored the association between meditation practices and mental health outcomes. A cross-sectional qualitative study with 15 participants was conducted using the snowball sampling method which was methodologically sound and practical due to the difficulty in identifying elderly meditation practitioners, enabling access to information-rich cases and building trust. In-depth insights were prioritized over generalizability, and the sample size aligns with guidelines suggesting data saturation occurs within 12–15 interviews. Data were collected through semi-structured interviews incorporating both open-ended questions and the Warwick-Edinburgh Mental Well-being Scale (WEMWBS). Content analysis and grounded theory methods were used to analyze qualitative data. All participants who engaged in Buddhist meditation reported high levels of mental well-being. Positive outcomes were consistently identified in four core areas: positive feelings and emotional well-being, functioning and daily engagement, social and interpersonal well-being, and sense of purpose and personal growth. Grounded theory analysis further revealed that regular meditation contributed to enhanced emotional regulation, mental relaxation, empathy, cognitive clarity, and even perceived improvements in physical health. These findings suggest that Buddhist meditation is a highly effective, low-cost intervention for improving the mental and holistic well-being of the elderly. The study recommends the wider promotion of meditation practices and the establishment of supportive community meditation centers to facilitate this intervention as a viable mental health strategy for Sri Lanka's aging population.

Keywords: *Buddhist meditation, cognitive improvement, emotional regulation, mental relaxation, mental well-being*

THE ROLE OF WORK-INTEGRATED LEARNING (WIL) IN BRIDGING THE GAP BETWEEN UNIVERSITY EDUCATION AND INDUSTRY NEEDS

Samaraweera, S.A.D.L.

Institute of Human Resource Advancement, University of Colombo, Sri Lanka
sdinithi123@gmail.com

In Sri Lanka, as in many countries, there exists a significant gap between the theoretical knowledge provided by universities and the practical skills demanded by industries. As a result, graduates often encounter difficulties in securing employment due to limited practical experience, insufficient technological awareness, and lack of soft skills. WorkIntegrated Learning (WIL) has emerged as a key strategy to address this issue. WIL combines academic knowledge with real-world experience through internships, apprenticeships, teaching practice, fieldwork, and project-based learning. This study explores the role of WIL in bridging the gap between higher education and the labor market in Sri Lanka, using a mixed-methods approach to collect insights from students, academic staff, and industry representatives. Findings suggest that WIL improves employability, confidence, and adaptability among graduates, while strengthening university-industry collaboration. Strengthening WIL is therefore essential to enhance graduate employability and ensure the relevance of university curricula to labor market needs.

Keywords: *Work-Integrated Learning, Employability, University Education, Industry Needs, Sri Lanka*

**PSYCHOLOGICAL STRESS AND ITS IMPACT ON
ACADEMIC PERFORMANCE OF UNIVERSITY STUDENTS:
(A STUDY OF MEDICAL FACULTY STUDENTS AT THE
UNIVERSITY OF JAYEWARDENEPURA)**

Madhushani, C.

Institute of Human Resource Advancement, University of Colombo. Sri Lanka
Chathurikanmadhushani85@gmail.com

This research investigates the impact of stress on the academic performance of medical students at the University of Sri Jayewardenepura, recognizing their particular vulnerability due to demanding studies and high expectations. Stress is a common experience for university students, and it can have a significant effect on their academic performance. The main objective was to examine the relationship between stress and academic performance. Eighty medical students participated. The study also aimed to identify common stressors and effective coping mechanisms to inform interventions for stress management and academic improvement. Data was collected using a two-part questionnaire, validated stress scales, and interviews.

Findings revealed that students face stressors such as academic workload, difficult examinations, competitiveness, fear of failure, and financial burden. Correlation analysis demonstrated a significant relationship between stress and academic performance. Specifically, unexpected stress, lack of control, and anxiety were identified as significant factors.

The study concludes that stress is a multifaceted challenge in medical education and enhances the understanding of its relationship with academic performance. Recommendations are provided for addressing stressful situations, promoting effective coping, and fostering a sensitive, supportive learning environment to aid student success and preparation for future roles. Research ethics ensured participant confidentiality.

Keywords: *Academic performance, medical students, stress, psychological impact, coping mechanism*

IMPACT OF AI ON LABOUR LAW REGIME IN SRI LANKA: INSIGHTS FROM EU

Pallepola, P.R.M.N.D.

Department of Legal Studies, The Open University of Sri Lanka
prpal@ou.ac.lk

The growing integration of artificial intelligence (AI) and automation into the world of work is reshaping the traditional model of employment and causing far-reaching implications for labour laws around the world and Sri Lanka is no exception to this reality. Against this backdrop, the objective of this research is to explore the impact of AI integration into workplace from the standpoint of employment law. Sri Lankan labour law framework is rooted in the social welfare legislations such as the Industrial Disputes Act and the Termination of Employment of Workmen Act. They are designed to address legal issues arising from the traditional contract of employment and, arguably, remain ill-equipped to respond to innovative challenges posed by the use of AI in the workplace, including structural job losses caused by technological substitution. This research finds that the current labour law regime in Sri Lanka would have to face multi-faceted challenges of AI deployment in the workplace in the years to come. These include legal risks associated with workplace discrimination, data privacy, the lack of transparency in decisions taken with the support of AI-and mass redundancies. Therefore, the labour legislations in Sri Lankan would have to struggle with problems caused by an intricate web of legal complexities. In this regard, European experiences can offer valuable guidance in addressing legal issues caused by AI in the workplace. The groundbreaking EU legislation, the AI Act 2024, considers employers' use of AI in the workplace as potentially high-risk and imposes obligations for their use and potential penalties for violations. Moreover, the General Data Protection Regulation (GDPR) 2016 of the European Union lays down stricter rules for data protection and privacy of all individuals at workplace. In going forward, Sri Lankan policymakers should revisit the country's labour laws to incorporate comprehensive AI governance frameworks that enshrine the responsibility of employers, ensure worker consultation, and prescribe clear guidelines for AI deployment. In terms of the implication of this research, the researcher is of the view that this research would enlighten the law reform process with suggestions for policy makers. The methodology of this research is library-based methodology and is carried out by employing both doctrinal and comparative legal research methodology.

Keywords: *AI in the Workplace, Labour Redundancy, Legal Risks, Law Reforms, EU Experiences.*

MOTIVATIONS TO USE SUBSTANCES BY FEMALE SEX WORKERS

Awanthika, K.H.P.

Institute of Human Resource Advancement (IHRA), University of Colombo, Sri Lanka

Female sex workers (FSWs) face high stress, stigma, and insecurity. Many use substances to cope, yet Sri Lankan evidence about why they use is limited. This quantitative cross-sectional study surveyed 60 FSWs in Colombo using a structured questionnaire (demographics, sex-work profile, substance patterns, motivations, health concerns, impacts). Descriptive statistics summarized responses. Heroin and alcohol were the most used substances; 40% used daily. Most respondents agreed they used substances to cope with stress (80%), escape problems (76%), relax after work (72%), gain confidence with clients (66%), and improve performance (60%). 50% reported strong financial strain; 63% anxiety/depression symptoms; 40% health issues. 80% said substances were needed or sometimes needed to do sex work. Findings indicate primarily coping and work-related motivations. Programs should offer stress-management, trauma-informed counseling, lowthreshold harm-reduction, and practical social/economic support.

Keywords: *female sex workers; substance use; coping; motivations; Colombo; harm reduction*

A PHILOSOPHICAL INQUIRY INTO DEATH AND LIBERATION ACCORDING TO THE TIBETAN BOOK OF THE DEAD

Rev. Wanduramba Suseela Thero

Department of Philosophy, Faculty of Arts, University of Peradeniya, Sri Lanka
Suseelathero921@gmail.com

The primary objective of this research is to undertake a philosophical exploration of the concepts of death and liberation as articulated in the Tibetan Book of the Dead (**Bardo Thödol**). Whereas most Western philosophical and scientific traditions interpret death merely as the cessation of biological processes and the termination of life, Tibetan Buddhism offers a radically different perspective. This study aims to explore on that prospective adopting qualitative and interpretative approach, relying on textual analysis of both primary and secondary sources as methodology. The primary materials include the Tibetan Book of the Dead and related Buddhist scriptures, while the secondary materials encompass philosophical commentaries, scholarly works, and contemporary research. Comparative and interpretative methods are employed to clarify key concepts and to situate them within broader philosophical discourse. According to the Tibetan Book of the Dead (**Bardo Thödol**), death is not regarded as an absolute end but as a transitional passage a psychological and spiritual threshold that opens the possibility of attaining deeper realization. In this sense, death becomes not a fearful conclusion but a moment of profound opportunity for human consciousness. Central to this interpretation is the notion of bardo the intermediate states of consciousness which describe multiple transitions of the mind during and after death. The Bardo doctrine demonstrates how, within these liminal states, human beings encounter both fear and possibility. If one transcends attachments and recognizes the true nature of reality during the bardos, liberation (**nirvana**) can be attained. Thus, death is reframed not as annihilation but as a multidimensional process through which new modes of awareness and emancipation emerge. This vision challenges conventional understandings of the meaning of life and redefines existence through the lens of spiritual transformation. The findings suggest that death should not be conceived merely as an end to biological life or existential struggle, but rather as a transformative threshold carrying the potential for liberation and renewed insight into the meaning of human existence.

Keywords: *Death, Liberation, Tibetan Buddhism, Bardo, Consciousness*

**A PSYCHOLOGICAL STUDY ON THE IMPACT OF ATTENTION
DEFICIT HYPERACTIVITY DISORDER FOR LEARNING OF
PRIMARY SCHOOL CHILDREN
(WITH REFERENCE TO COLOMBO DISTRICT)**

Dasanayaka, W.D.P.S.

Department of Philosophy, University of Kelaniya, Sri Lanka
pramudisandamini@gmail.com

Attention-Deficit/ Hyperactivity Disorder (ADHD) is recognized as the most common neurodevelopmental disorder among primary school children, often impacting their academic performance and classroom behavior. This study primarily aimed to examine how ADHD affects the learning outcomes of primary school students, which constituted the central research problem. Additionally, the study investigated the prevalence of ADHD in the Colombo District and explored whether gender differences exist in its occurrence. A quantitative research design was employed, using the survey method for data collection. Although **Morgan's Table** suggested a required sample size of **130**, the **actual sample** comprised **100** students selected through simple random sampling from two primary schools in the district. Each school contributed 50 students, with 10 students randomly selected from each grade (Grades 1 to 5), ensuring balanced representation across grades. Two standardized instruments were used: the SNAP-IV Rating Scale to assess ADHD symptoms and the Academic Performance Rating Scale (APRS) to evaluate academic achievement. These tools were completed by class teachers based on their observations of student behavior and academic engagement. Data were analyzed using SPSS software, and correlation analysis was conducted to explore the relationship between ADHD symptoms and academic performance. Results revealed a significant negative correlation, indicating that higher ADHD symptom levels were associated with poorer academic outcomes. The study also found a higher prevalence of ADHD among boys compared to girls. Based on these findings, it is recommended that early psychological interventions be provided, alongside increased awareness efforts targeting parents and teachers regarding ADHD, its educational impact, and effective management strategies.

Keywords: *ADHD, Primary school child, Learning*

EFFECTIVENESS OF PREMARITAL COUNSELLING FOR THE COUPLES WITH INTENTION OF CONSUMMATION IN COLOMBO

**Hangawatta, C.¹, Herath, W.², Rev. M. Sugathananda³, Deshpriya, A.⁴, and
Karunaweera, J.⁵**

^{1,2,3,4,5}Institute of Human Resource Advancement, University of Colombo, Sri Lanka.

¹chandanahangawatta@gmail.com

Despite a low official divorce rate in Sri Lanka, high case filings reveal significant marital conflict. Strict laws, requiring fault-based grounds and not recognizing irretrievable breakdown, create barriers to divorce, leaving many in “empty marriages”. Cultural and religious pressures also discourage dissolution. A proposed no-fault divorce bill by July 2024 aims to modernize the process, potentially reducing unresolved cases and better reflecting actual relationship health.

This study examines the effectiveness of premarital counselling (PMC) in enhancing marital satisfaction among couples in Colombo, Sri Lanka. The focus is on how (1) Overall Marital Satisfaction (2) Couple Communication skills (3) Conflict Resolution skills (4) Childhood Parental experiences are influenced by PMC. Furthermore, attempts defining what high quality PMC would mean in contrast with internationally developed MC models. Using a cross-sectional design, Data were collected from 110 couples through structured online questionnaires using Convenience Sampling & Snowball Sampling, assessing PMC attendance, Marital satisfaction, Communication patterns and Conflict resolution and childhood experience while, in person, open ended structured interviews were conducted with PMC delivering institutions from whom consent was received. With Statistical analyses, including independent t-tests, effect size calculations (Cohen’s d), and subgroup comparisons, revealed that PMC attendees reported significantly higher marital satisfaction ($M = 2.06$, $SD = 0.69$) vs non-attendees ($M = 2.33$, $SD = 0.79$), Had better Communication skills ($M=1.23$, $SD=0.45$) vs non-attendees ($M=0.96$, $SD=0.68$), Better Conflict resolution skills ($r=0.259$, $p=0.006$), Childhood experiences emerged as a critical moderator: individuals with negative childhoods exhibited the largest PMC benefits, narrowing satisfaction gaps with their positive childhood counterparts ($\Delta = 0.24$, $p = .008$). Positive childhood impressions independently correlated with higher satisfaction, even

without PMC. Researches reviews based on international studies suggests that delivery content , delivery method, advance enrolment and MC models (Gottman, Taylor-Johnson) and MC programs (PREP, RELATE, FOCCUS) and tools (CPQ, CSI, IMS , ADPM) will further optimise the effectiveness delivering high-quality PMC which can be adopted to the existing PMC context of Sri Lanka.

Keywords: *Premarital counselling, couples, systematic, marriage preparation, marriage education*

FACTORS INFLUENCING STUDENT ACHIEVEMENT IN MATHEMATICS AT THE G.C.E. O/L: A STUDY OF SCHOOLS IN THE KELANIYA EDUCATION DIVISION, SRI LANKA

Bandara, R.M.S.S.

Department of Human Resource Management,
Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka
supipibandara8@gmail.com

This study examines the factors influencing student performance in Mathematics at the G.C.E. Ordinary Level (O/L) in government schools within the Kelaniya Education Division, Sri Lanka, and its findings provide insights into how strengthening student attitudes and supportive learning environments at the school level can build a stronger foundation for future work-integrated learning practices. The purpose was to investigate how six factors: teacher qualifications, parental involvement, home study environment, availability of learning resources, teaching methods, and students' attitudes and study habits, relate to academic achievement in Mathematics, providing insights into connecting academic learning with practical support mechanisms.

A quantitative, descriptive research design was adopted. Ten schools representing the main school types (1AB, 1C, and Type 2) were selected using random sampling. The sample included 100 students, 10 Mathematics teachers, and 10 parents, allowing for triangulation of perspectives. A single structured questionnaire, answered by all participants, contained demographic items and 20 closed-ended Likert-scale statements designed to capture views on the six study factors. The questionnaire was pre-tested and refined for clarity and reliability. Academic performance was measured using official Grade 11 final examination results. Although modest, the sample size was considered sufficient for preliminary statistical analysis, supported by a Kaiser-Meyer-Olkin measure (0.721) and Cronbach's Alpha (0.724), confirming sampling adequacy and internal consistency.

Data were analyzed in SPSS using descriptive statistics and Simple Linear Regression. The results showed that student attitudes and the home study environment had a significant positive impact on Mathematics achievement, while teacher qualifications, parental involvement, teaching methods, and learning resources did not show significant effects.

These findings highlight the importance of cultivating positive student attitudes and supportive home environments to improve academic outcomes, while also informing strategies for better integration of school-based learning with family and community support.

Keywords: *Academic Achievement, Home Study Environment, Mathematics, Student Attitudes, Teaching Methods*

FROM SKILLS TO HUMANITY: THE PHILOSOPHICAL CHALLENGES OF WORK-INTEGRATED LEARNING IN SRI LANKA

Wimalaweera, W.G.I.M.K.

Postgraduate Institute of Humanities and Social Science, University of Peradeniya,
Sri Lanka

Isharawimalaweera.schol@gmail.com

Work-integrated learning (WIL) in Sri Lanka is a popular method for enhancing employability in universities and technical institutions. However, there is a lack of discussion on its philosophical implications. As a research problem mainly focus on “Can Work-Integrated Learning move beyond technical skills and incorporate aspects of human-centered, reflective, and ethical learning? The objective of this study is to examine the philosophical boundaries of WIL in Sri Lanka, with a particular focus on, its impact on students’ identities, values and personal growth. The methodology was followed qualitative research design, undertaking a literature review based on philosophical ethical theory and phenomenological approach. This research indicated that in Sri Lanka, work-integrated learning is majorly shaped by industry requirements, which often emphasize technical abilities over ethical and reflective aspects. This limited standpoint turns students into mere commodities of technological productivity rather than experienced individuals. The study also highlights how slight psychosocial support is available to students who must deal with the mental and physical strains of competitive job markets. The discrepancy between local cultural and philosophical viewpoints and universal notions of employability is another important finding that hinders students’ capacity to match their education with local values. When combined, these results suggest that WIL in Sri Lanka may hypothetically undermine the very traits of empathy, inspection, and ethical awareness that are essential to human growth. According to the research, Sri Lanka’s WIL should adopt an inclusive competency model that incorporates ethical principles, professional competencies, cultural sensitivity, and introspection. This would prepare graduates and all students in Sri Lanka for employment and foster critical thinkers and socially responsible individuals, thereby laying the foundation for responsible citizens.

Keywords: *Work-Integrated Learning (WIL), Education, Professional Skills, Humanity, Ethics*

A STUDY OF THE EFFECT OF CAREGIVER–ADMINISTERED MUSIC THERAPY ON THE LANGUAGE DEVELOPMENT IN AUTISTIC CHILDREN

Neshla, P.S¹, Kumaranyake, A.R², and Karunanayake, R.M.G.³

^{1,2,3}Department of Philosophy, University of Kelaniya, Sri Lanka

¹neshalasanduni@gmail.com

Language development is identified as one of the major developmental areas most affected by autism spectrum disorder. Developing language in children with autism is a challenging task, emphasizing the importance of using intervention methods that align with their interests. This study aimed to examine whether caregiver-implemented music therapy influences the language development of children with autism. The objectives of the study were to determine (1) whether music therapy affects the language development of autistic children, (2) how this effect varies according to gender and age, and (3) the correlation between receptive and expressive language development. The sample consisted of 50 children aged 3–7 years diagnosed with autism, selected from a special school in the Gampaha District and the Daily Training Centre affiliated with the Kalubowila Teaching Hospital. The intervention included three children's songs. Before and after a two-month training period conducted with the involvement of parents, language development was measured using a narrative-based assessment tool. Six specific words from the songs were used to measure improvement in expressive language. Data were analyzed using SPSS. A paired sample t-test was applied to compare language development before and after therapy, showing a statistically significant improvement ($P = 0.001$, $P < 0.05$). An independent sample t-test examined gender and age differences, revealing statistically significant variations. Pearson's correlation coefficient indicated a positive correlation between receptive and expressive language development. The study concludes that music therapy can serve as an effective intervention method for enhancing the language development of children with autism. Improving the quality and implementation of such therapy could provide substantial benefits for their communication development.

Keywords: *Autistic Children, Language Development, Caregiver –Administered, Music Therapy*

A STUDY ON THE USE OF KOHA SYSTEMS IN THE LIBRARY OF THE UNIVERSITY OF KELANIYA, SRI LANKA

Peiris, W.D.G.

Library and Information Science, University of Kelaniya, Sri Lanka

peiris.dinigayanthi@gmail.com

21 වන සියවසේ තාක්ෂණික විප්ලවය සමඟ, විශ්වවිද්‍යාල පුස්තකාලවල සේවා සැපයීමේ ක්‍රමයන් ද ඩිජිටල්කරණයට යොමු වී තිබේ. KOHA යන පුස්තකාල කළමනාකරණ පද්ධතිය, ශ්‍රී ලංකාවේ විශ්වවිද්‍යාල පුස්තකාල තුළ භාවිතා කරමින් පවතී. මෙම පද්ධතිය පුස්තකාල කටයුතු ස්වයංක්‍රීය කිරීම, දත්ත කළමනාකරණය, පරිශීලක සපුරාලීම් සහ OPAC සේවාවන් සපයන දි ප්‍රධාන භූමිකාවක් ඉටු කරයි. මෙම පර්යේෂණයේ අරමුණ වන්නේ කළමනාකරණ විශ්වවිද්‍යාලයේ KOHA පද්ධතිය භාවිතයෙන් සිදුවන කාර්යක්ෂමතාවය, පුස්තකාල සේවකයන් සහ පරිශීලකයන්ගේ ප්‍රතිචාර සහ එය වැඩිදියුණු කළ හැකි ක්‍රම පිළිබඳ විග්‍රහයක් ඉදිරිපත් කිරීමයි. මෙම පර්යේෂණය සඳහා සංයුක්ත පර්යේෂණ ක්‍රමවේදයක් (Mixedmethod) භාවිතා කරන අතර, ගුණලේ පෝරමයක් භාවිතයෙන් උපාධි සිසුන්ගේ දත්ත රැස් කරන ලදී. ඊට අමතරව ප්‍රාථමික සහ ගුණාත්මක දත්ත රැස් කිරීම සඳහා පුස්තකාල සේවකයන් සහ අධ්‍යයන මණ්ඩල සාමාජිකයන් අතරින් ප්‍රශ්නෝත්තර හා සම්මුඛ සාකච්ඡා සිදු කෙරිණි. KOHA පද්ධතියේ කාර්යක්ෂමතාවය මැනීමට යොදාගත් ප්‍රධාන සාධක ලෙස පද්ධති ප්‍රතිචාර වේගය, OPAC පහසුකම්, ලේඛන ලියාපදිංචිය, පරිශීලක අතුරුමුහුණත්, සහ පුස්තකාල සේවක පුහුණු මට්ටම ඇතුළත් වේ. KOHA පද්ධතිය මගින් ලේඛන කළමනාකරණ කාර්යයන් වේගවත් වීම, දෝෂ අඩු වීම, හා තාක්ෂණික පුහුණු හිඟය, පද්ධති යාවත්කාලීන කිරීමේ දුබලතා, සහ පරිශීලක සීමිත දැනුවත්භාවය හේතුවෙන් එහි කාර්යක්ෂමතාව සීමාවකට ලක් වී ඇති බව අනාවරණය විය. KOHA පද්ධතිය තාක්ෂණික වශයෙන් දියුණු වුවද, පරිශීලකයන් සඳහා පුහුණු වැඩසටහන්, භාවිතා උපදෙස්, සහ තාක්ෂණික මාර්ගෝපදේශන කෙරෙහි අවධානය යොමු කිරීම අත්‍යවශ්‍යය වේ. විශේෂයෙන්ම විශ්වවිද්‍යාල පුස්තකාලවල දී පද්ධතිය නිසි පරිදි භාවිත කිරීමට පුස්තකාල හා විද්‍යාපාඨවල විද්‍යා පාඨමාලා හා වැඩි දියුණු කිරීම අවශ්‍ය වේ. KOHA පද්ධතියේ භාවිතය සඳහා තාක්ෂණික පුහුණු වැඩසටහන්, සහ ආයතනික ආධාර වැඩි කිරීම නිර්දේශ වේ.

මූලික පද : තාක්ෂණික විප්ලවය, විශ්වවිද්‍යාල පුස්තකාල, පුස්තකාල කළමනාකරණ පද්ධතිය, පරිශීලක අතුරුමුහුණත්, KOHA

THE IMPACT OF MENTAL HEALTH LEVELS ON EMPLOYEE PERFORMANCE

Senawirathna, W.M.S.G.¹ and Rathnayake, A.²

¹Institute of Human Resource Advancement, University of Colombo, Sri Lanka

²Department of Psychiatry, University of Colombo, Sri Lanka

¹gimhanisenawirathna@gmail.com

Employee mental health is increasingly recognized as a critical determinant of workplace productivity and organizational success. In high-demand professional environments, maintaining employee well-being directly influences performance outcomes. This study examines the relationship between mental health levels and the performance of office employees in the ABC Department. A quantitative research design was adopted. A sample of 115 officers was selected using the Morgan model, and 112 valid responses were obtained. Data were collected using a standardized questionnaire translated into Sinhala and analyzed using SPSS. Correlation analysis was conducted to identify associations between mental health and performance, while regression analysis was used to determine the predictive effect of mental health on performance outcomes.

The results indicated that mental health levels explained 70.5% of the variance in employee performance, demonstrating a significant positive correlation between higher mental health and better performance outcomes. The study confirms that employee mental health is a strong predictor of work performance. Organizational policies promoting psychological well-being are essential to enhance employee efficiency and institutional productivity.

Keywords: *Employee performance, Employee well-being, Mental health, Institutional productivity, Work performance*

DEVELOPMENT AND VALIDATION OF CUSTOM BURNOUT INVENTORY FOR ASSESSING OCCUPATIONAL BURNOUT AMONG EMPLOYEES IN SRI LANKA

Priyabhashana, H.M.B.¹, Chandrasekara, W.S.²

^{1,2}Institute of Human Resource Advancement, University of Colombo, Sri Lanka

¹bpriyabhashana@gmail.com

Burnout is identified as a psychological syndrome with characteristics of emotional exhaustion, depersonalization and professional efficacy. A psychologically challenging work environment leads to burnout followed by occupational stress. Identifying the level of burnout is essential to prevent the risk, improve the performance and maintain the mental wellbeing. In this regard, the study aims to develop a locally adapted burnout inventory to overcome the limitations of the widely used Maslach Burnout Inventory (MBI) and Oldenburg Burnout Inventory (OLBI) in Sri Lankan context.

To address this gap in occupational settings, 18-item inventory was introduced with the three characteristics of burnout. Data were analyzed using psychometric techniques such as Cronbach's alpha and inter-item correlation were applied to assess reliability. Moreover, the Kaiser-Mayer-Olkin (KMO) was applied to assess sampling adequacy for factor analysis. Exploratory factor analysis (EFA), Bartlett's test of sphericity, eigenvalues and scree plot inspection were conducted to validate the inventory. Overall, confirmatory factor analysis (CFA) further tested the model fit.

The analyses revealed that the custom inventory demonstrated high reliability with Cronbach's Alpha values of 0.89 for exhaustion (7 questions), 0.89 for depersonalization (6 questions) and 0.92 for professional efficacy (5 questions) thereby confirming internal consistency. It demonstrated satisfactory inter-item coherence with 0.45-0.80 value. Eigenvalues greater than 1 (7.07, 3.78, 1.16) supported by EFA suggest three clear factor structures consistent with dimensions. CFA including Comparative Fit Index (CFI) = 0.96, Tucker-Lewis Index (TLI) = 0.95 and Root Mean Square Error of Approximation (RMSEA) = 0.06 also confirmed the model fit. The validated instrument provides a reliable and contextually appropriate measure for assessing burnout among Sri Lankan professionals.

Keywords: *Burnout, Depersonalization, Emotional Exhaustion, Professional Efficacy*

TRENDS IN EQUITY, INCLUSION, AND ACCESS IN WORK-INTEGRATED LEARNING IN HIGHER EDUCATION

Manchanayaka, S

Department of Languages, Saegis Campus, Sri Lanka

hod_dol@saegis.ac.lk

Work-Integrated Learning (WIL) is increasingly recognised as a key strategy for enhancing the employability of graduates. However, issues of equity, inclusion, and access persist as significant challenges, particularly within private higher education institutions (PHEIs) in Sri Lanka. The objectives of this study were to examine barriers to equity, inclusion, and access in WIL, explore strategies that promote inclusive participation, and analyze the role of institutions and industries in shaping equitable WIL opportunities. This cross-sectional study investigated these concerns among 132 undergraduates enrolled in a special degree program. Data were collected through document analysis of institutional records, internship-related documents, and data gathered through semi-structured interviews. The findings reveal multiple barriers that limit equitable participation in WIL. Findings indicate that the internship stipends, ranging from 10,000 to 15,000 LKR, are insufficient to cover living expenses, particularly in urban areas. Students from rural districts face additional challenges due to the scarcity of affordable accommodation near their internship placement sites. Scheduling conflicts also emerged, as some companies require weekend work, which clashes with weekend lectures. Students with disabilities, those from minority faiths, and those facing financial hardships encounter compounded disadvantages in seeking WIL opportunities. The study highlights the need for inclusive policies, flexible work and study arrangements, and stronger collaboration between PHEIs and employers. Integrating the principles of equity, inclusion, and access as core principles of WIL is recommended to ensure that all students benefit meaningfully, thereby advancing the employability of graduates.

Keywords: *Access, disabilities, equity, inclusion, work-integrated learning.*

A COMPARATIVE ANALYSIS OF POLITICAL MANIFESTOS IN SRI LANKA’S PRESIDENTIAL ELECTIONS: FROM CHANDRIKA KUMARATUNGA TO GOTABAYA RAJAPAKSA 1994-2019

Ukwatta, W.¹ and Priyadarshani, R.D.

¹Institute of Human Resource Advancement, University of Colombo, Sri Lanka

Political manifestos are key element in modern democratic country and it gives shapes of their guidelines and visions of political parties and candidates. Not only Sri Lanka but also throughout the world this concept practices less or more. Correspondingly In Sri Lanka, since the establishment of the executive presidency, presidential candidates have consistently offered platforms to communicate their governance priorities and process of directions. However, a significant disparity often exists between the promises articulated in these documents and their actual implementation. This study investigates into the presidential manifestos from Chandrika Bandaranaike Kumaratunga (1994) to Gotabaya Rajapaksa (2019), analyzing their content, periodic themes, and the extent to which they were translated into policy action. Key areas of focus include economic development, governance reforms, national reconciliation, education, and social welfare. The study employs a qualitative content analysis approach, focusing on the presidential manifestos of Chandrika Bandaranaike Kumaratunga (1994, 1999), Mahinda Rajapaksa (2005, 2010), Maithripala Sirisena (2015), and Gotabaya Rajapaksa (2019). The manifestos are analyzed to identify key themes and promises in areas such as economic development, governance reforms, national reconciliation, education, and social welfare. Notable milestones in Sri Lanka’s presidential manifesto history include: 1. Chandrika Bandaranaike Kumaratunga focused on peacebuilding, economic reforms, and poverty alleviation. Her promise to resolve the ethnic conflict through devolution marked a significant shift in political discourse. Next Mahinda Rajapaksa promoted the “Mahinda Chintana,” which emphasized infrastructure development, national security, and post-war reconstruction then Maithripala Sirisena manifesto prioritized governance reforms, abolishing the executive presidency, and fighting corruption. Then Gotabaya Rajapaksa focused on economic development, national security, and modernizing infrastructure under the “Vistas of Prosperity and Splendour.”

Keywords: *political manifesto, political accountability, national security*

VOTER ENGAGEMENT AND POLITICAL CONTINUITY IN WATTALA: INSIGHTS FOR INCLUSIVE GOVERNANCE AND PRACTICAL POLITICAL STRATEGIES

Perera, D.

Department of Political Science and Public Policy, University of Colombo, Sri Lanka
pereramlds@gmail.com

This research explores the reasons behind the United National Party's (UNP) sustained electoral success in Wattala, a constituency in Gampaha District, Sri Lanka. The study aims to understand why the UNP has maintained long-term electoral support in Wattala by examining voter behavior and local conditions, and how this knowledge can guide practical governance strategies. Based on 40 interviews with residents, along with analysis of socio-economic indicators and historical election statistics, the study identifies the key dynamics shaping long-term party support.

Findings reveal that the UNP's inclusive policies and responsiveness to community concerns have been central to maintaining voters' loyalty. Wattala's demographic composition, shaped by cultural traditions and historical migrations, has further influenced political preferences. The party's ability to address socio-economic challenges while embracing ethnic diversity underscores the importance of inclusive governance in multiethnic environments.

The research also highlights how ethnic and religious identities intersect with economic conditions, such as income and employment, to shape voter mobilization. These factors explain Wattala's consistent support for the UNP and offer insights into broader electoral patterns in Sri Lanka. The study concludes that recurrent UNP support in Wattala is driven by inclusive governance, socioeconomic realities, and ethnic-religious dynamics. Insights from this research emphasize the need for policies addressing inequality and promoting interethnic dialogue, demonstrating how academic findings can strengthen democratic stability, inclusive development, and contribute to shaping the future landscape of work in multiethnic societies.

Keywords: *Persistent voting patterns, Electoral support, Inclusive governance, Multiethnic communities, Voter behavior*

THE ROLE OF COPING STRATEGIES IN MANAGING WORK STRESS AND BURNOUT AMONG IT PROFESSIONALS

Priyabhashana, H.M.B.¹ and Chandrasekara, W.S.²

^{1,2} Institute of Human Resource Advancement, University of Colombo, Sri Lanka
bpriyabhashana@gmail.com

The Information Technology (IT) sector plays a vital role in Sri Lanka's economic growth. The government expects to have an IT workforce of 200,000 targeting \$15 billion market value and 15% contribution to Gross Domestic Product (GDP) by 2030. The IT sector is a high-stress occupational environment. This contributes to increased turnover intentions, potentially undermining national digitalization objectives. However, despite its economic potential, the IT sector is also characterized by intense workloads and psychological strain.

Within this context of occupational stress and burnout, coping strategies are mediating mechanisms that influence well-being and resilience. The study examines the role of coping strategies in managing stress and burnout among IT professionals, aiming to identify commonly adopted coping strategies and assess their relationship with stress and burnout. A quantitative design was employed with data collection from Perceived Stress Scale, Brief COPE Inventory and custom burnout inventory. Data analysis was conducted using Python, utilizing libraries such as pandas for data manipulation, seaborn for visualization, and statsmodels for regression, correlation, and mediation analyses.

The sample consisted of 275 IT professionals representing diverse roles and the analysis indicated that most employees experienced moderate (38.5%) to high (60.4%) stress levels. Adaptive coping strategies such as positive reframing, acceptance, and emotional support were linked to lower stress, whereas maladaptive strategies like self-blame and denial correlated with higher stress. The moderate-stress group exhibited a mixed profile of both adaptive and maladaptive strategies. In terms of burnout, most respondents demonstrated moderate levels (79.3%) with a risk of escalation, and nearly half reported the absence of organizational mental health support, highlighting a critical gap in workplace well-being initiatives. Overall, psychoeducation and awareness programs promoting adaptive coping strategies can effectively mitigate or prevent stress and burnout among IT professionals.

Keywords: *Burnout, Coping Strategies, IT Professionals, Work Stress*

මත්ද්‍රව්‍යවලට ඇබ්බැහි වීම කෙරෙහි බලපාන පෞරුෂ ගති ලක්ෂණ

(Personality Traits Affecting Drug Addiction)

බබ්ලිවි. ඒ. ආර්. ඒ. චිත්‍රමාරවිච්චි¹

¹මනෝවිද්‍යා උපදේශනය පිළිබඳ පශ්චාත් උපාධි ඩිප්ලෝමා පාඨමාලාව, මානව සම්පත් අභිවර්ධන

ආයතනය, කොළඹ විශ්වවිද්‍යාලය, ශ්‍රී ලංකාව

¹ruchilanaloka@gmail.com

ශ්‍රී ලංකාව තුළ මත්ද්‍රව්‍ය භාවිතය ඉහළ යාම බරපතල මහජන සෞඛ්‍ය අභියෝගයක් වී ඇත. මෙම ගැටලුවට සමාජ-පාරිසරික සාධකවල බලපෑම පිළිබඳව අවධානය යොමු කර ඇත්ත්, දේශීය සන්දර්භය තුළ පුද්ගල මනෝවිද්‍යාත්මක සාධක, විශේෂයෙන් පෞරුෂ ගති ලක්ෂණවල බලපෑම පිළිබඳ පර්යේෂණ හිඟයක් පවතී. මෙම පර්යේෂණයේ මූලික අරමුණ වන්නේ, ශ්‍රී ලංකාවේ පුනරුත්ථාපනය ලබන පුද්ගලයන් අතර "පංච සාධක ආකෘතිය" (Big Five Personality Traits) සහ මත්ද්‍රව්‍යවලට ඇබ්බැහි වීමේ රටාවන් අතර ඇති සම්බන්ධතාව විමර්ශනය කිරීමයි.

මෙම අධ්‍යයනය සඳහා ප්‍රමාණාත්මක සහසම්බන්ධතා පර්යේෂණ සැලසුමක් භාවිතා කරන ලදී. නිව්ට්ෂුව "නවදිගත්තය" පුනරුත්ථාපන මධ්‍යස්ථානයේ සේවාරාහිත් 30 දෙනෙකුගෙන් සමන්විත අරමුණු සහගත නියැදියකින්, "Big Five Personality Inventory (BFPI)" ඇතුළත් ව්‍යුහගත ප්‍රශ්නාවලියක් මගින් දත්ත රැස් කරන ලදී. දත්ත විශ්ලේෂණය සඳහා SPSS මෘදුකාංගය භාවිත කරන ලදී.

පර්යේෂණයේ ප්‍රධාන සොයාගැනීම් වූයේ, ඉහළ ස්නායු රෝගවාදයක් (Neuroticism) සහ මත්ද්‍රව්‍ය භාවිතය අතර ශක්තිමත් ධනාත්මක සම්බන්ධතාවක් පැවතීමයි. එමඟින් චිත්තවේගීය අස්ථාවරත්වයෙන් පෙළෙන පුද්ගලයන් ස්වයං-ඛණ්ඩකරණය සඳහා මත්ද්‍රව්‍ය වෙත යොමු වන බවට සාක්ෂි සපයයි. ඊට ප්‍රතිවිරුද්ධව, ඉහළ හෘද සාක්ෂියට එකඟ බව (Conscientiousness) මත්ද්‍රව්‍ය භාවිතයට එරෙහි ප්‍රබල ආරක්ෂිත සාධකයක් ලෙස ක්‍රියා කරන බව හඳුනා ගන්නා ලදී. සම වයසේ මිතුරන්ගේ බලපෑම (90%) මත්ද්‍රව්‍ය භාවිතය ආරම්භ කිරීමට ප්‍රධාන හේතුවක් බවද සොයා ගැනිණි. මෙම අධ්‍යයනයෙන් නිගමනය වන්නේ, මත්ද්‍රව්‍යවලට ඇබ්බැහි වීමේ අවදානම පුරෝකථනය කිරීමේදී පෞරුෂ ලක්ෂණ තීරණාත්මක වන බවයි. එබැවින්, පුනරුත්ථාපන වැඩසටහන් සඳහා පෞරුෂත්ව ඇගයීම් ඒකාබද්ධ කර, ඉහළ ස්නායු රෝගවාදයක් ඇති පුද්ගලයන් සඳහා සංජානන වර්ග විකිත්සාව (CBT) වැනි පුද්ගල කේන්ද්‍රීය ප්‍රතිකාර ක්‍රම හඳුන්වා දීමෙන් ප්‍රතිකාර ප්‍රතිඵල වඩාත් ඵලදායී කරගත හැකි බව නිර්දේශ කෙරේ.

මූල පද : පංච සාධක ආකෘතිය, මත්ද්‍රව්‍යවලට ඇබ්බැහි වීම, පුනරුත්ථාපනය, පෞරුෂ ගති ලක්ෂණ, ස්නායු රෝගවාදය

EXPLORING SAFETY RISKS AND REPORTING BARRIERS AMONG UNIVERSITY STUDENTS IN NIGHT-TIME PART-TIME EMPLOYMENT

Alponsu, R.K.N.M.

Second Year Undergraduate of Criminology
Department of Criminology and Criminal Justice, University of Sri Jayewardenepura,
Sri Lanka
shani.alponsu@gmail.com

In recent years, the demand for part-time employment among university students in Sri Lanka has increased as they attempt to balance financial needs with academic responsibilities. Night-time employment is particularly common, but it exposes students to significant risks, both during travel and at workplaces with inadequate safety measures. Despite rising concerns, limited research has examined these safety challenges and reporting barriers in the Sri Lankan context. This study aims to explore the safety risks faced by university students engaged in night-time part-time employment, identify the factors influencing their reporting behaviour, and recommend effective interventions to improve their well-being. Using purposive sampling, data were collected from 120 undergraduate students of the University of Sri Jayewardenepura currently employed within the Colombo District. Responses were obtained through structured questionnaires and semi-structured interviews. The collected data were analysed using descriptive statistics and thematic analysis, allowing both quantitative and qualitative insights. Findings reveal that 75% of participants experienced safety-related issues, varying by job type. For example, 18% of students in restaurants and cafés reported verbal harassment, 31% of delivery workers encountered road violence and accidents, 15% of call centre employees endured verbal abuse, 24% of private tutors reported theft, and 12% of data entry workers faced threats from employers. Despite the prevalence of such incidents, 66.7% of affected students did not report their experiences, citing lack of trust in authorities, employer discouragement, fear of reputational damage, and perceptions that incidents were not serious enough. The study emphasizes the need for stronger safety measures, awareness initiatives, and accessible reporting systems to protect students in night-time employment.

Keywords: *Night-time Employment, Safety Risks, Undergraduates, Underreporting, Victims*

ADOPTION OF AUDIOBOOK TECHNOLOGY AMONG DIFFERENTLY ABLED UNIVERSITY STUDENTS IN SRI LANKA: CHALLENGES AND OPPORTUNITIES

Chandrasena, S.

National Centre for Advanced Studies in Humanities and Social Sciences (NCAS),

Sri Lanka

schandrasena@gmail.com

Audiobooks are increasingly recognized as effective learning resources that promote access and inclusion in higher education. For differently abled students, such as those who are blind, those with dyslexia, or those with locomotor impairments, these technologies offer a valuable alternative to print based materials. In Sri Lanka, however, where digital transformation in universities is still progressing and audiobook adoption remains minimal.

This study investigates the use of audiobook technology by differently abled university students in Sri Lanka, focusing on barriers to adoption and opportunities for integration. A mixed methods design was employed. Surveys of differently abled students across several universities were combined with semi structured interviews involving educators, policymakers, and technology developers. Comparative insights from international best practices in audiobook adoption also informed the analysis. Findings show that audiobook usage in Sri Lankan universities is at an early stage. Adoption is hindered by limited access to platforms, a shortage of localized content, insufficient training for educators, low levels of technological literacy among some students, and persistent socio cultural attitudes toward disability. At the same time, opportunities are emerging. These include growing national and institutional attention to inclusive education, potential partnerships with international audiobook providers, and rapid innovation in digital learning technologies.

The study concludes that audiobook technology has strong potential to advance inclusivity in Sri Lankan higher education. Realizing this potential requires closing infrastructural gaps, raising awareness among stakeholders, and enacting supportive policies. Stronger partnerships between universities, policymakers, and technology developers are essential. By prioritizing audiobook integration, Sri Lanka can create a more equitable higher education system that empowers differently abled students and aligns with global best practices.

Keywords: *Audiobooks, Differently abled students, Higher education, Accessibility*

ASSESSING THE RELATIONSHIP BETWEEN URBAN HEAT ISLAND EFFECT AND URBAN GREEN SPACES IN COLOMBO DISTRICT, SRI LANKA

Vithanage, H.

Department of Zoology & Environmental Management, Faculty of Science,
University of Kelaniya, Sri Lanka
heshanivithanage33@gmail.com

The Urban Heat Island (UHI) effect, which causes urban areas to experience higher temperatures than their rural surroundings, is a growing concern for sustainable urban development. This study examines the UHI effect in Colombo District over a 19-year period (2001–2019) using Land Surface Temperature (LST) and Normalized Difference Vegetation Index (NDVI) data. The research explores how land surface temperatures and vegetation cover have changed over time, the extent to which vegetation loss influences increasing urban temperatures and the potential role of green infrastructure strategies in mitigating UHI impacts. Satellite images from Landsat 5 and Landsat 8 were analyzed using Geographic Information System (GIS) techniques, Pearson’s correlation analysis and temporal trend mapping. Results show that the average LST increased from 30.2°C in 2001 to 36.6°C in 2019, while NDVI values declined from 0.35 to 0.20, indicating significant vegetation loss. A strong negative correlation was found between NDVI and LST ($r = -0.8746$ in 2001, -0.8760 in 2009, and -0.9771 in 2019; $p < 0.05$), suggesting that vegetation cover plays a critical role in regulating urban surface temperatures. Urban areas such as Colombo, Dehiwala, and Moratuwa consistently recorded higher LST and lower NDVI compared to less urbanized locations like Padukka and Seethawaka. This study moves beyond general UHI solutions by providing Colombo-specific strategies. Key measures include achieving 20% tree canopy cover in heat-prone zones, integrating LST–NDVI mapping into environmental assessments and legally protecting wetlands and peri-urban forests as cooling buffers. Novel approaches such as green corridors along the Kelani River and community tree-planting with native species ensure ecologically and culturally relevant mitigation.

Keywords: *Green Infrastructure, Land Surface Temperature (LST), Normalized Difference, Urban Heat Island (UHI), Vegetation Index (NDVI)*

THE IMPACT OF AGRICULTURAL ADVISORY SERVICE QUALITY ON FARMER SATISFACTION

Ukwaththa, U.¹, and Liyanage, T.D.²

^{1,2}Institute of Human Resource Advancement, University of Colombo, Sri Lanka

Agriculture plays a vital role in Sri Lanka's economy, with rice cultivation serving as a primary source of livelihood and food security for a significant portion of the population. The quality of agricultural advisory services is central to strengthening productivity, farmer well-being, and the overall sustainability of the agricultural sector. This study investigates the impact of advisory service quality, provided by Agricultural Research and Production Assistants (ARPAs) of the Department of Agrarian Development, on small-scale paddy farmers in semi-urban areas, specifically in the Niwandama and Yakkaduwa divisions of the Ja-Ela DSD, Gampaha District. This study analyzes how timeliness, accessibility, and the novelty of knowledge in advisory services contribute to farmer satisfaction. A structured questionnaire, supported by interviews and secondary data from Agrarian Service Centre records, was administered to a sample of 150 farmers selected through random sampling. Statistical tools, including correlation and regression analysis, were employed to evaluate the relationship between advisory service quality and farmer satisfaction. The findings revealed that farmers' satisfaction is strongly influenced by the responsiveness and accessibility of ARPAs, as well as by their ability to deliver innovative and up-to-date knowledge. However, recent records show an increase in farmer complaints, raising major concerns about timely and reliable support. This study concludes that strengthening advisory service quality is essential for addressing farmers' challenges, building trust in advisory services, and encouraging the adoption of modern and sustainable farming practices. Furthermore, it highlights the importance of improving farmer–advisor linkages and fostering better coordination between farmers and government institutions. The study provides both theoretical insights and practical implications for policymakers, development practitioners, and extension officers seeking to enhance the effectiveness of agricultural advisory systems. Ultimately, improving service quality can significantly contribute to greater farmer satisfaction, higher productivity, and sustainable semi urban area agricultural development in Sri Lanka.