

# **LINKING BORDER THEORY AND JOB PERFORMANCE: INVESTIGATING THE EFFECTS OF BORDER CROSSINGS ON THE PERFORMANCE OF IT PROFESSIONALS**

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In the IT industry too, organizations need to have uniqueness and strength in order to gain competitive advantage. To achieve this, organizations are turning their focus more on improving their human resource. The underlying belief is that a competitive human resource unit will enable business success. Simply this means organizations need to improve the performance of employees. The responsibility lies in with the management.

The purpose of this study is to investigate the effects of border crossings on the performance of IT professionals in Sri Lankan IT industry and to establish a model for best practices of IT professionals. The core objective of this research is to propose a generic model of best practices for IT managers and Human Resource practitioners. Investigation are carried out in order to find out whether the border crossings influence the IT employee performance within the work environment. Since interpretivism is the most suitable philosophy for this kind of projects both deductive and inductive approaches are taken into account in carry out this project. The main strategy of this project is the survey. The primary data can be gathered using interviews and questionnaires. The outcomes are the model to capture the effects of border crossings on the IT employees' performance and to create best practices.

A result of this analysis presents a set of suggestions for IT managers or HR to get work done from their subordinates successfully or in a positive manner.