

Factors Affect Occupational Stress: With Special Reference to a Leading Apparel Manufacturer in Sri Lanka

Jinani Ranasinghe, PPC & Manori P. Kovilage*

Abstract

Stress is a universal element and persons from nearly every walk of life have to face stress. Through the preliminary study the researcher found that there is a significant level of stress among machine operators at NBW, Pallekele. It was found that more than 55% of employees were suffering from stress and consequently the objective of the current study was to explore the factors affect employee job stress in NBW. The current study hypothesised that seven major stressors; work overload, role ambiguity, slight social support, conflict at work, low monetary benefits, work family conflicts and poor working environment affect employee job stress at the NBW (Pvt) Ltd. The study used both primary and secondary data. A standardized and validated questionnaire was distributed among 144 machine operators in the company for the primary data collection. The 144 machine operators was selected using simple random sampling technique out of the population of 230 machine operators. The validity and reliability of the questionnaire were tested using Cronbach s alpha and KMO value. The data were analysed using correlation and multiple regression analysis. Finally the study concluded that the role ambiguity, low monetary benefits and poor working environment didn't affect job stress of employees in the particular company and work overload, slight social support, conflict at work, and work family conflicts positively affected employees' occupational stress of it.

Key words: Occupational Stress, Work Overload, Slight Social Support, Conflict at Work, Work Family Conflicts

To whom correspondence should be addressed: pp.chandi@gmail.com

*Department of Tourism Management, Sabaragamuwa University of Sri Lanka.