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Impact of work place stress on job performance: science graduates in selected semi-government scientific organizations in Sri Lanka

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Work place stress is ubiquitous and has an impact on employee's job performance. Most countries are becoming more familiar with this phenomenon and how to manage it. The main purpose of the current study was to identify the main causes of work place stress, the level of stress with regard to each dimension and all dimensions and relationship between work place stress and job performance of science graduates in semi-government science and technological organizations in Sri Lanka. The survey covered 115 (20%) of 502 science graduates in five semi-government science and technological organizations. Data were collected by using a questionnaire which consisted of 51 questions with respect to work place stress and job performance.

Each organization was considered as a cluster and the questionnaire was administered to all members in their respective head office. A total of 115 usable questionnaires were returned, yielding a response rate of 97%. Statistical analysis showed a positive relationship between work place stress and job performance. The Cronbach's alpha test was done to ensure the reliability aspects of the instruments. The validity aspects were ensured by the conceptualization of variables based on literature and correlation analysis. As the univariate analysis, the frequency distribution was made for every variable in the research model and for personal characteristics. As the variable analysis, the correlation and simple regression analysis were made. The results matched with inverted U curve area which related to a moderate stress level. The results indicated the stress level of science graduates working in science and technological semi-governmental organizations of Sri Lanka was 3.0295 (some stress level). The lowest stress was due to physical demand (2.8461) and the highest stress was due to task demand (3.3768). Their Job performance was at a good level (3.86). When all dimensions were considered together, the relationship between work place stress and job performance showed a positive correlation ($r=0.346$) at a 0.01 significance level.

Stress level of science graduates in semi-governmental organizations needs to be monitored regularly to gain maximum benefit from this human resource.

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