

**Influence of occupational stress on job performance among
academic staff at Faculty of Management Studies of
Rajarata University of Sri Lanka**

R.G.P. Sandaruwan and M.A.K.N. Aravinda

Department of Business Management, Faculty of Management Studies,

Rajarata University of Sri Lanka, Mihintale

Corresponding author: prasannasandaruwan251@gmail.com

Abstract

Over the years, there has been a significant concentration on recognition and managing occupational stress as an important problem and it affects to humans' behaviour and job performances. With this identification, the organization has enhanced their awareness towards this issue. The occupational stress contributes to significant portion of health care cost, employee absenteeism and it reduced the organizational productivity. Enduring stressful situation at work create a negative impact not only on employees' performance but also hinders the overall performance at organizational level. It is very complex relationship of work stress and job performance thus organization need to take strategic decisions to manage this relationship. This study aims to investigate as to influence of occupational - stress on job performance among academic staff at Faculty of Management studies of Rajarata University of Sri Lanka. When reviewing literature regarding influence of occupational stress on job performance, the developed countries are more prominent than developing countries. Researchers identified Workload, Role Conflict and Role Ambiguity as independent variables and Job Performance as dependent variable. The data were collected from all the academic staff (55) in the Faculty of Management Studies by using none random sampling techniques and responded rate reached to 87%. Primary data was collected through the self- administrative questionnaire. Linear regression, correlation and descriptive analysis were used for the data analysis by using SPSS. The results show that Workload has a strong negative significant impact on Job Performance while Role Conflict and Role Ambiguity have negative significant impacts on job performance among academic staff in the Faculty of Management studies of Rajarata University of Sri Lanka. So, this paper emphasizes the identification of how occupational impact on job performance and focusing strategies for solutions to enhance the performance of academicians.

Keywords: *Academic staff, job performance, occupational stress, working environment*