

ABSTRACT

The purpose of this study is to gain a better understanding on how work conditions, intrinsic motivation and individual characteristics predict WRS in a Non academic staff of the state universities of Sri Lanka. Research was conducted through a questionnaire consisting of work conditions (namely; work demand, lack of control, lack of support, adverse relationships, work role and change at work), intrinsic motivation, demographic and perceived stress questions adopted from the validated Tools. Data were collected using a questionnaire from a random sample of 126 Non Academic staff of the six universities out of fifteen universities in Sri Lanka.

A principal component analysis was conducted to make the data more manageable and a single variable, as an indicator of work conditions was created, where higher rating would indicate harsh work conditions. Similarly, analyses were conducted with stress and intrinsic motivation which also yielded single factor solutions. The demographic variables were dummy coded and a single hierarchical regression model was conducted.

Overall, the pattern of results suggested that demographic variables age, employee position, and experience affect stress. Whereas, work conditions shows a direct positive effect on stress. The intrinsic motivation shows a direct negative effect on stress, instead of moderator effect as hypothesized in the study. Further, work conditions and intrinsic motivation also act as mediators in reducing stress caused by individual characteristics; 'age' and 'experience', respectively.