IMPACT OF ORGANISATIONAL FACTORS ON EMPLOYEE WORK STRESS IN SRI LANKAN APPAREL INDUSTRY

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On the scenario of continuous discussions on challenges faced by Apparel Industry in Sri Lanka, human involvement is yet to be considered as a significant organisational element. There are several human resources problems such as increasing volume of grievances and complaints, absenteeism and employee turnover. Literature indicates that these issues have made a huge barricade to minimize the effort of achieving organisational objectives in the Apparel industry. However, there is a lack of empirical evidence in literature with regard to the impact of attitudinal factors on performance of employees in this industry. Therefore, this study empirically investigated attitudinal variables, which could influence the job stress of the employees in the apparel industry. Data were collected from a two stage stratified random sample of 382 employees by administrating a structured questionnaire, which consisted of questions & statements with five points likert scale. The questionnaire was tested for validity and reliability. Mean, standard deviation and corelation analysis of the collected data was performed using SPSS software package. The findings of the study showed that Company policies & Administrative styles, Interpersonal relationships, Work environment, Welfare and Financial rewards were significant factors controlling the work stress of the employees in this industry and there was a positive relationship between these factors and work stress. Results envisage to creating a stress-free culture by; managers can act as positive role models by maintaining impartial, balanced, trustworthy leadership; arranging purposeful training & career development programs to disseminate an ethical contribution to improve the quality of life of workers; cultivating friendly social climate with organized periodical entertainment; giving additional empowerment, delegating responsibilities, positioning convenience ergonomically work environment with balanced schedules, Redesigning and redeveloping current lapses etc. Ultimately employees' work performance and effectiveness can be enhanced by reducing negligence, wastage, working irregularities, absenteeism, work delay and mistakes. Accordingly it will minimize the volume of complaints and criticisms and improve the image and publicity of apparel industry.

Keywords: Apparel industry, Organisational factors, Work stress