

Abstract

Undoubtedly, the Job Stress is one of the primary causes to reduce the performance of any organization. Sri Lanka Army, a military organization though, is equally subject to this phenomenon. Therefore, it is necessary for the organization, for a number of important administrative, functional and developmental purposes, to research and find out how the Job Stress could occur among its employees. Researcher being a constituent of the organization, the Sri Lanka Army per se, is casually aware of the obvious resentment among Middle Grade Officers in the Sri Lanka Army regarding the job stress and its consequences. Hence, this study is carried out on “Factors Associated with Stress Among Middle Grade Infantry Officers of the Sri Lanka Army” with a view to bring out findings and some recommendations thereof.

The research was conducted along the lines of both quantitative and qualitative methods of analysis of data. Relevant primary and secondary data were collected through questionnaires, interviews, policy documents and other literature on the subject with the focus to answer the research question. The answers to the research question with the support of the other subjective and objective evidence gathered from credible sources were able to test and prove the hypothesis.

The study concludes that pressure at the work place has a direct and proportionate impact on the stress level of the officers. And also the lack of job freedom creates a moderate stress levels among them on and off. Significantly, regarding the family life, lack of opportunity to care for the families create serious stress among the officers of Middle Level. The research also finds that there is no sufficient job clarity in the Army where the lack of clear instructions leads to moderate level of stress for the officers. With regards to the relationship with co-workers, the research finds that there is lack of proper relationship among ranks that leads to stress as well.

The findings and recommendations of this study will have a particular appeal to Officers of all levels in the Sri Lanka Army, especially to those who are at policy making level. This research will also provide impetus for further research in the area of Human Resource Management of Officers in the Sri Lanka Army.