

IMPACT OF ORGANISATIONAL LEVEL FACTORS ON JOB STRESS: SRI LANKAN EXPERIENCE

Chathuranga, M.M.N., Wijesooriya, R.M.R.P

University of Sri Jayewardenepura, Sri Lanka

Stress is a prominent factor which influence on the employee job satisfaction and performance. This study is designed to investigate the organisational level factors which impact on higher stress levels of audit trainees. Further this study identifies the consequences of stress experienced by audit trainees in Sri Lanka. The study is designed adopting the quantitative methodology inspired by the deductivism. Primary data collection was done using a structured questionnaire distributing among hundred thirty-eight (138) audit trainees who are currently working at the audit firms in Sri Lanka. In the analysis, descriptive data analysis was done by interpreting mean values and the multiple linear regression analysis has been performed for hypothesis testing. In data analysis, administrative policies and strategies and working conditions were found as the main organizational factors which significantly impact on the stress of the audit trainees. Dissatisfaction, lack of concentration, forgetfulness, low self-esteem, and sleeplessness were identified as the main consequences that the majority of respondents are experiencing. In recommendations, it was mainly recommended on how organisations should eliminate the effect of identified organisational related job stressors, and how the organisation should facilitate the audit trainees to manage the higher level of job stress.

Keywords: *Audit trainees; Consequences; Organisational level stressors; Stress*
