

## Impact of Personality Traits on Occupational Stress: A Study on Executive Employees of Licensed Specialized Banks in Anuradhapura District

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Occupational stress receives a substantial attention as a key factor, which results in physical, psychological and behavioral deviations among organizational members. Though available literature widely discusses the role a person's personality plays in determining the degree to which he/she becomes stressed due to his/her job conditions, this phenomenon has hardly researched in the context of Sri Lankan banking industry, especially in the context of licensed specialized banks. Featured with low employee retention and low employment growth rates, the two biggest licensed specialized banks in Sri Lanka indicate adverse outcomes associated with occupational stress, and thus an in-depth study of occupational stress is warranted. The main objective of this explanatory study was to examine the impact of personality traits on occupational stress of executive employees of licensed specialized banks through a quantitative approach. Accordingly, personality traits and occupational stress were tested in a sample of 102 executives employed in Anuradhapura district using a structured questionnaire, attached to two licensed specialized banks. The data were analyzed using basic descriptive statistics and correlation and regression analysis. Results revealed that there is a significant negative relationship between occupational stress and personality traits represented by all components of the big five model, except openness and neuroticism, where personality traits have a substantial impact on employee stress. Thus, it implies that implementing carefully designed personality development programs for employees followed by proper evaluation, and maintaining a strong congruence between employees' capabilities and job requirements would produce effective results in addressing the occupational stress issues of the employees through their personality traits.

**Keywords:** Licensed specialized banks, occupational stress, personality traits

