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The Impact of Job Stress on Factory Managers Job Performance in Rubber Product Manufacturing Sector in Sri Lanka



By

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RJT/MBA/2008/109A

ACC NO	29829
CALL NO.	158.72
SUB NO.	Sub

A Thesis submitted to the Faculty of Management Studies of Rajarata University of Sri Lanka in partial fulfillment of the requirement for the Degree in Master of Business Administration (MBA).



2012

Abstract

The purpose of this study is to identify the main factors, which contribute to the job stress of factory managers in the Rubber product-manufacturing sector, ranking such factors in the order of importance and making recommendation to resolve adverse effect that generate out of the identified factors. Primary data were collected using structured questionnaires from a thick sample of 62 factory managers out of the population of 85 individuals, which is the full population of factory managers in the country.

Finding of the study indicated that all factory managers are working under various degrees of distress, which affect their performance adversely. This study is categorized stress generating factors under the three sections such as Environment, Organizational, Individual. However, the respondents views indicated some similarities of the effects of above factors on the job stress. All factory managers were found more sensitive on individual factors while the other two factors moderately contributed to the job stress of the Factory Managers in Sri Lankan Rubber product manufacturing sector.

This research found that job stress generated by the identified individual factors on the target group is high and their performance is adversely affected by it. This situation requires immediate attention and corrective measures. This lead me to the conclusion that all identified negative effects of the job stress could be minimized by timely intervention of the management and who can reap more benefits from the factory managers of the Rubber product manufacturing sector.

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