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ABSTRACT

Stress can be considered as an inevitable and an important element of day to day events; which at appropriate levels, helps to maximize the efficiency, as well as excessive or low stress levels may lead to a decrease the efficiency and many negative results. The occupational stress or stress at the workplace has become an increasing phenomenon due to many internal and external reasons. External factors such as family problems, work overload, lack of organizational support, and deficiencies of resources, and internal factors such as thoughts or behaviors of the individual and so on. Generally, the military profession is an inherently stressful and the occupation of teaching also a stressful in nature due to a variety of factors. Ultimately, both together form a natural and obviously stressful profession of military instructor. The purpose of this study is to assess the level of stress of officer instructors at Sri Lanka Army training establishments and how Stress may impact on their performance. This thesis has been made using both quantitative and qualitative approaches. The primary data used were collected through the questionnaire which contained close-ended and open-ended questions. It was found that many officers struggle with occupational stress, resulting deviations in their performances, and moreover, in the worst cases leading to uncertainties and severe impairments on health and family life too. To overcome the negative impacts of occupational stress it is important to adhere proper time and resources management in the organization, practice, individual on stress management exercises, and develop self-confidence and so on. Higher authorities can implement certain innovative policies in employing officer instructors on their roles and tasks. Moreover, effective utilization of time and other resources helps to reduce the stress level of the officers by providing adequate time and resources for proper preparation for the training. Finally, it is proved that the stress is significantly affected on the officer instructors' performance. The stress management, introduction of innovative policies, proper resources management is vital for both the officer instructors and students for effective training output in the SL Army.