

## ABSTRACT

It was observed that the members of the SLN has been subject to certain levels of stress due to various organisational and workgroup conditions. However, there had been no proper sponsored study conducted within Sri Lankan Navy to find causes of such. Therefore, the study was focused on following research questions. Has the job stress of naval personnel been induced by the organizational and work group features? What counter measures possibly could be utilised in order to mitigate the issues related to the stressors of naval personnel?

Some of the objectives were aimed at during this research were to identify the factors affecting occupational stress in the SL Navy and develop a research framework explaining the possible causes of stress at different levels; Organizational and Workgroup. Occupational stress due to organisational and workgroup stressors was measured in a sample of 150 naval personnel serving afloat and ashore. Occupational stress scores were higher among junior sailors including women sailors as compared to officers and senior sailors serving in Western Naval Area where greater occupational stress was linked to lower job and life satisfaction.

Both qualitative and quantitative data were collected and analysed using statistical data analysis methods. Likert Scale was used in obtaining data from the questionnaires. Certain Organizational stressors and Workgroup features had been identified as key job stressors in this research. Two positive and negative hypotheses were developed and tested. This research has been, to certain extent; given the time and other service restrictions, able uncover or rather explain particular reality behind the lives of the service members in the SLN. It was found that 54% naval personnel in the sample were subjected to stress due to their organizational impacts and working environment. Thus both positive hypotheses were accepted.

Establishment of field counselling centres, augmentation of welfare mechanisms, better health care, making the members have pride in being naval personnel, effective and efficient methods and means to identify members with symptoms of severe stress, transparency in evaluation, appraisals and promotions are some practical coping methods recommended by this research.