

## **ABSTRACT**

Relationship between Occupational Stress and Organizational Commitment are well established phenomenon in past literature that it has negative relationship, when stress levels are increasing it decrease Organizational commitment in turn. However, there is evidence that increasing employee decreased organizational commitment, job satisfaction and employee turnover. Increase in staff turnover, fraud, increase non communal diseases and even sudden death among bankers are evidence to the occupational stress among bankers. According to that this study developed to examine the impact of occupational stresses on organizational commitment in public sector banks of Sri Lanka, special reference to middle level managers.

The research approach used the survey method as the research strategy, study was conducted in two major government Sri Lankan Banks its Head office Unit and selected branch from provinces, using random sampling method. Expected response rate of 90%, assumes to distribute more than 300 questionnaires among employees in permanent carder that covers every position of the bank in middle manager level at head office units and branches. Data gathered from the sample was descriptively analyzed. For statistical analysis, measure of correlation between variables will be used. The process of analysis was carried out using SPSS statistical software. Which the analysis will reveals that correlation between the variables of Role Stress and Organizational commitment.

Findings of the study emphasis that most of respondents have agreed with the statements related to each variable and all the data for each variable can be assumed as normally distributed. As per the regression analysis, all the independent variables are significant except the coefficient of the Job Security. Also, all the hypotheses are accepted except job security. Which means the occupational stresses directly impacted to the organisational commitment of the middle level managers of public banks in Sri Lanka