

IMPACT OF WELLNESS PROGRAMS ON JOB STRESS AND EMOTIONAL EXHAUSTION: A STUDY OF NURSES IN A LEADING PRIVATE HOSPITAL IN SRI LANKA

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This study examines the impact of wellness programs on emotional exhaustion and job stress among nurses, with a specific focus on a leading private hospital. The main target of this study to understand what the impact of wellness programs on emotional exhaustion and job stress among nurses in a leading private hospital in Sri Lanka is. Wellness programs are examined through emotional exhaustion as the dependent variable and job stress as a mediator. Additionally, the study considers how demographic variables such as age, gender, higher level of education, marital status, years of working this organization and years of working in current position contribute to the relationship among wellness programs, emotional exhaustion and job stress. A total of 100 nurses were initially targeted, and 93 responded, but consider the 75 respondents because of appear the outlier. Providing the sample size for this study. Quantitative data were collected using a self-structured questionnaire. Specifically, the study employed a simple regression model and Correlation Matrix in SPSS Analytical software to determine the impact of the independent variables on the dependent variables. Also, mediator effect is analysis by online calculator. The results of the analysis indicate a statistically significant positive relationship. Future research should consider increasing the sample size and expanding the geographic scope to validate and generalize these findings across all the hospitals of Sri Lanka.

Keywords: *A leading private hospital, Emotional exhaustion, Job stress, Nurses, Wellness programs*

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