

## **OCCUPATIONAL STRESS ON QUALITY OF THE WORK LIFE, THE MODERATING ROLE OF ORGANIZATIONAL SUPPORT AMONG PLANTATION EXECUTIVES IN UP COUNTRY PLANTATIONS SRI LANKA**

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This research investigates the impact of occupational stress on the quality of work life of executive-level employees in the Sri Lankan tea plantation industry, with a focus on organizational support as a moderating factor. The study explores how the demanding nature of the tea industry, characterized by high workload, remote working conditions, and fluctuating market demands, affects the well-being and productivity of plantation executives. Using a structured quantitative approach, data were collected from 95 plantation executives through surveys measuring occupational stress, Quality of the work life, and organizational support. Analytical methods, including correlation and regression analysis, revealed a significant inverse relationship between occupational stress and Quality of the work life, with organizational support mitigating adverse effects. Key stressors such as role ambiguity, under-participation, and poor peer relations were identified, highlighting areas for intervention. The findings emphasize the necessity for supportive organizational policies, enhanced leadership practices, and stress management programs to improve Quality of the work life. This study contributes to bridging the research gap in employee well-being within the plantation sector and offers actionable recommendations for enhancing productivity and work-life balance in the tea industry.

**Keywords:** *Occupational stress, Quality of Work Life (QWL), Executive Level Employees, Tea Plantation Industry.*

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