

## **Impact of Work Overload and Semester Based Work on Job Stress of Academic Staff in the State Universities in Sri Lanka**

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### **Abstract**

At the beginning of the 20<sup>th</sup> century, the Sri Lankan university sector has undergone large-scale organizational change including semester based work. At the same time, literature from across the globe reports an alarming increase in the occupational stress experienced by university academic staff. This research study seeks to examine the impact of work overload and semester based work on job stress of academic staff in state universities in Sri Lanka. The research questions are, “whether the semester based work and work overload are affect for academic staff job stress? And what are the most influencing factors on job stress?” The questionnaires were used in data collection. The statements of questionnaire were measured using Five Point Likert Scale. Proportionate random sampling was used and the data were collected from 100 respondents and they were extensively used to derive conclusions. The data were analyzed using univariate and bivariate analysis. All hypothesis were substantiated and it was found that job stress was affected by work overload and semester based work. Work overload and semester based work was provided by the highest contribution to the job stress. Increasing work overload and semester based work resulted in less academic time spent on research, publishing and professional development, decreasing teaching and research standards, increasing interpersonal conflicts in academic staff relationships, negative impact on the physical and emotional health and family relationships and leisure activities of both general and academic staff. The recommendation for reducing staff stress emphasized the need for improve promotion and recognition and reward process and source more funding to increase staff numbers and improve facilities.

**Keywords:** *Job Stress, Semester Based Work, University Academic Staff, Work Overload*