

Stress at work and home on well-being among married workers in Sri Lanka

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Stress is an outcome of too much pressure experienced by human beings. People in the present world mostly spend their time either in the family environment (domains) or in the work environment, and struggle to meet the demands of both. Stress at work place and at home affects the family life as well as the individual well-being of the worker. It also affects the productivity of the organizations. People try to overcome their stress with various coping strategies. There are also country level policies that aim to protect workers. Though many developed countries have implemented policies based on research findings to manage stress at work place and home. However, there is lack of such research and policies in developing county contexts. Therefore, it is timely to address this research problem. This study collects primary data under two stages to analyze this issue with reference to Sri Lanka. First, in-depth interviews with selected ten workers were conducted to understand and gather detailed insights relevant to the themes of the study. The second set of data will be gathered through a survey of 600 married workers selected from the formal sector which includes government, semi-government and private sector to obtain information on balancing work and home life. Respondents included senior, middle and other level staff working in government, semi-government and private sector institutions. A special questionnaire is design to collect more detailed information on stress under two sub headings; namely stress at home environment and stress at work environment. Answers for questions will be recorded in seven point Likert scale. The findings from the first set of data revealed that balancing work and home life is a common issue among formal sector workers in Sri Lanka. Some female workers withdraw from the labor force after marriage. Most of the males take office work home as they are overloaded with office work. Most of the respondents reported that they are fed up with the distance and traffic from home to work. Therefore providing employment is not the only solution for wellbeing of people, but their stress related issues should also be addressed for the wellbeing of individuals, families and the whole society.

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