

**A FRAMEWORK TO MITIGATE
THE OCCUPATIONAL STRESS FACED BY
THE CONSTRUCTION PROJECT MANAGERS IN
PUBLIC SECTOR ORGANIZATIONS IN SRI LANKA**

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Master of Science in Project Management

Department of Building Economics

University of Moratuwa

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Dissertation submitted in partial fulfillment of the requirements for the
Degree of Master of Science in Project Management

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DECLARATION

I declare that this is my own work and this thesis does not incorporate without acknowledgment any material previously submitted for a Degree or Diploma in any other University or Institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgment is made in the text.

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Date

The above candidate has carried out research for the Masters Dissertation under my supervision.

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Date

A framework to mitigate the occupational stress faced by the Construction Project Managers in public sector organizations in Sri Lanka

The construction industry is a dynamic and a complicated business. The most of construction experts suffer from stress in order to cope with the time, cost and quality expectations of both internal and external stakeholders. Project executives, in particular, are frequently the victims of this excessive stress. Extensive research has shown that it is possible to classify stressors into distinct levels. The aim of this research was to a framework to mitigate the occupational stress faced by the Construction Project Managers in public sector organizations in Sri Lanka.

The study's requirements were achieved using a mixed research approach that includes quantitative data gathering through a questionnaire survey and qualitative data collection through semi-structured interviews with construction management experts. The SPSS program was used to analyse data collected through a questionnaire survey in order to determine the relationship between stress factors and their impact on Construction Project Managers' performance.

The outcomes of this study have revealed that the mitigation of the occupational stress amongst the Construction Project Managers of public sector organizations in Sri Lanka can conduct to get more enhanced performance by verifying all the Construction Project Managers are employing the solutions that have been suggested by the experts of the semi-structured interviews. "Discuss with management" and "Try to avoid and adjust" were two key occupational stress mitigation strategies. Despite that, findings have also revealed, that there is a negative relation among the workload and work place related stress causes and organisation related stress causes with the organizational performance of the Construction Project Managers. However, the relationship that lies with the working time related stress causes and organizational performance of the Construction Project Managers is positive. Moreover, the solutions that have obtained through the semi- structured interviews have also provided the base for the developed frame work.

Keywords: *Construction Industry, Public Sector, Construction Project Managers, Occupational Stress, Performance*

DEDICATION

To

The strength behind me

The motivation behind me

My Loving Husband & Son

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TABLE OF CONTENTS

DECLARATION	i
ABSTRACT	ii
DEDICATION	iii
ACKNOWLEDGMENT	iv
LIST OF FIGURES	ix
LIST OF TABLES	x
LIST OF EQUATIONS	xi
LIST OF ABBREVIATIONS	xii
CHAPTER 1	1
INTRODUCTION	1
1.1 Chapter Introduction.....	1
1.2 Research Background.....	1
1.3 Problem Statement.....	3
1.4 Aim.....	5
1.5 Objectives.....	5
1.6 Research Methodology.....	5
1.6.1 Literature Review.....	5
1.6.2 Questionnaire Survey.....	6
1.6.3 Semi - Structured Interviews.....	6
1.7 Limitations and Scope of the Research.....	6
1.8 Chapter Breakdown.....	7
1.8.1. Chapter 1 – Introduction.....	7
1.8.2. Chapter 2 – Literature Synthesis.....	7
1.8.3. Chapter 3 – Research Methodology.....	7
1.8.4. Chapter 4 – Research Findings and Analysis.....	7
1.8.5. Chapter 5 – Conclusion and Recommendation.....	7
CHAPTER 2	8
LITERATURE SYNTHESIS	8
2.1 Chapter Introduction.....	8
2.2 Construction Industry and Performance.....	8
2.2.1 Performance of Construction Project Manager (CPM).....	8
2.2.2 Task Performance.....	10
2.2.3 Individual Performance.....	12

2.2.4	Sri Lankan Construction Industry	12
2.3	Concept of Stress	16
2.3.1	Definition of Stress.....	17
2.3.2	Types of Stresses	17
2.3.2.1	Eustress (Positive or Good Stress)	18
2.3.2.2	Distress (Negative or Bad Stress).....	19
2.4	Stress Process or Response Stages	20
2.5	Impact of Stress	22
2.6	Physical Consequences.....	22
2.6.1	Psychological Consequences.....	23
2.6.2	Behavioural Consequences.....	23
2.6.3	Cognitive Consequences	23
2.7	Definition and Causes of Occupational Stress	24
2.8	Stress Related Factors.....	26
2.8.1	Workload and Workplace Related Stress Causes.....	27
2.8.2	Organisation Related Stress Causes	29
2.8.3	Working Time Related Stress Causes	29
2.9	Effect of Occupational Stress	30
2.10	Relationship between Occupational Stress and Performance.....	35
2.11	Developing Hypothesis	39
2.11.1	Workload and Workplace Related Stresses and Organisational Performance	39
2.11.2	Organisation Related Stresses and Organisational Performance	40
2.11.3	Working Time Related Stresses and Organisational Performance	41
2.12	Chapter Summary	43
	CHAPTER 03	44
	RESEARCH METHODOLOGY	44
3.1	Chapter Introduction.....	44
3.2	Conceptual Framework.....	44
3.3	Hypothesis	45
3.4	Research Design	45
3.5	Research Approach.....	47
3.5.1	Available Research Approaches.....	47
3.5.1.1	Qualitative Research Approach.....	47
3.5.1.2	Quantitative Research Approach.....	47

3.5.1.3 Mixed Approach.....	48
3.5.1.4 Selected Approach for this Study.....	48
3.6 Research Method	48
3.6.1 Selected Method for this Study	49
3.6.1.1 Survey Strategy	49
3.6.1.2 Preliminary Questionnaire Survey	49
3.6.1.3 Questionnaire Survey	50
3.6.1.4 Semi-Structured Interviews.....	50
3.7 Sampling Procedure and Technique	52
3.8 Method of Data Analysis and Interpretation	52
3.8.1 Descriptive Statistics Analysis	53
3.8.2 Reliability Test	54
3.8.3 Content Analysis	55
3.8.4 Method of Data Presentation.....	55
3.9 Operationalisation of Variables	56
3.10 Chapter Summary	58
CHAPTER 4	59
RESEARCH FINDINGS AND ANALYSIS	59
4.1 Chapter Introduction.....	59
4.2 General Details about the Respondents	59
4.2.1 Reliability Analysis	60
4.3 Analyses the Data for the Research Objectives.....	61
4.3.1 Occupational stress- related factors for construction project managers in public sector construction organizations in Sri Lanka.	61
4.3.2 Relationship between the stress factors and their impact on the performance of the Construction Project Managers.....	62
4.3.2.1 Correlation Analysis.....	62
4.3.2.2 General Overview of the Impact Analysis	65
4.3.3 Identifying the most critical stress factors on the performance of the Construction Project Managers	70
4.3.3.1 Descriptive Statistics Analysis	70
4.3.4 Solutions to handle occupational stress faced by Construction Project Managers	74
4.3.4.1 Content Analysis for Semi- Structured Interviews	82
4.3.5 Framework for enabling the best management of occupational stress faced by the Construction Project Managers.....	87

4.4	Discussion.....	90
4.5	Chapter Summary	92
CHAPTER 5		93
CONCLUSIONS AND RECOMMENDATIONS.....		93
5.1	Chapter Introduction.....	93
5.2	Key Conclusions.....	93
5.2.1	Objective 1: Identify occupational stress-related factors of construction project managers in public sector construction organizations in Sri Lanka.....	93
5.2.2	Objective 2: Identify the relationship between the stress factors and their impact on the performance of the Construction Project Managers.....	93
5.2.3	Objective 3: Identify the most critical stress factors on the performance of the Construction Project Managers	94
5.2.4	Objective 4: Propose solutions to handle occupational stress faced by Construction Project Managers	94
5.2.5	Objective 5: Develop a framework that enables the best management of occupational stress faced by the Construction Project Managers.	95
5.3	Recommendations	96
5.3.1	Recommendations for Industry Professionals and Government	96
5.3.2	Recommendations for Academic Researches	97
LIST OF REFERENCES		98
ANNEXURE - I		111
ANNEXURE - II.....		119

LIST OF FIGURES

Figure 2.1: Efficiency and Effectiveness	9
Figure 2.2: Comparison of Contributions to the national economy from each industry	15
Figure 2.3:Types of stresses	20
Figure 2.4: Three-dimensional syndrome	21
Figure 2.5: Relationship between time and stress level	21
Figure 2.6: Relationship with Stress level and Performance	35
Figure 2.7: Hypothetical model of the Stress and Performance.....	37
Figure 3.1 : Conceptual Model.....	44
Figure 3.2 : Research Design	46
Figure 4.1 : Proposed framework for best management of occupational stress faced by the Construction Project Managers	89

LIST OF TABLES

Table 2.1: Sectors with high construction contributors.....	9
Table 2.2: Sources of Occupational Stress.....	26
Table 3.1: Profile of Respondents	51
Table 3.2 : Interpretation of Cronbach's alpha	54
Table 3.3 : Specimen table for demographical data representation	54
Table 3.4 : Categorization of demographical data	55
Table 3.5 : Operationalisation of Variable associate with Questionnaire	57
Table 4.1 : Distribution of respondents according to the work experiences	59
Table 4.2 : SPSS Test Results for Reliability Statistics	60
Table 4.3 : Occupational stress related factors.....	61
Table 4.4 : SPSS output for Correlation Analysis Y and X1	63
Table 4.5 : SPSS output for Correlation Analysis Y and X2	64
Table 4.6 : SPSS output for Correlation Analysis Y and X3	64
Table 4.7 : Summary of hypothesis testing.....	65
Table 4.8 : Multicollinearity Statistics Model.....	66
Table 4.9 : Model Summary.....	68
Table 4.10 : SPSS Test Results for Regression Analysis (Coefficients)	69
Table 4.11 : SPSS output of Descriptive Analysis for Workload and Workplace Related Causes	70
Table 4.12 : SPSS output of Descriptive analysis for Organisation Related Causes.....	71
Table 4.13 : SPSS output of Descriptive analysis for Working Time Related Causes	72
Table 4.14 : SPSS output of Descriptive analysis for Performance Related Causes.....	73
Table 4.15 : Content Analysis Summary	75

LIST OF EQUATIONS

Equation 3.1: Standardized Cronbach's Alpha.....	53
Equation 4.1: Relationship between dependent and independent variables.....	67

LIST OF ABBREVIATIONS

CIDA	Construction Industry Development Authority
CCI	Chamber of Construction Industry
CPM	Construction Project Manager
GDP	Gross Domestic Product
GNI	Gross National Income
CBSL	Central Bank of Sri Lanka
LVI	Land Valuation Indicators
COVID-19	Coronavirus Disease 2019
SPSS	Statistical Package for the Social Sciences