

The Impact of Positive Psychology on Occupational Stress in Banking Sector Employees of Sri Lanka

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Abstract

Occupational stress has been posing threats to individual wellbeing, organizational performance, and national productivity for many years. The magnitude of stress effects has multiplied over time, along with increasing complexity in jobs. However, research related to stress has paid scant attention to identifying factors that would act as buffers against occupational stress. This study examines the relationship between positive psychology and occupational stress among individuals. A survey was conducted among 290 banking sector employees in four selected banks in Sri Lanka, and the data was analysed using structural equation modelling. The study found that positive psychology has a negative impact on occupational stress. Further, positive psychological capital and positive psychology at work were found to have a positive interaction effect on occupational stress. The results of this study suggest that high levels of positive psychology should result in low stress levels among employees. The research study contributes to the literature in the field by proposing positive psychology as a tool to combat occupational stress, and by examining the direct relationship between positive psychology at work and occupational stress, as well as the impact of the interaction effect between positive psychological capital and positive psychology at work on occupational stress. Organizations may benefit from this study by introducing initiatives to promote positive psychology at work in addition to enhancing the positive psychological capital of employees to overcome the negative effects of occupational stress.

Keywords: Occupational stress, Positive psychology, Positive psychology at work, Positive psychological capital.

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