



## **ANALYSIS THE RELATIONSHIP BETWEEN THE STRESS AND JOB SATISFACTION IN STAFFS OF INSURANCE COMPANIES – A SRI LANKAN PRACTICE**

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### **ABSTRACT**

In Human Resource Management it is said that stress has its influence on employee job satisfaction of any type of organization. There are some researches available to show the above relationship in various sectors of organizations. In this research the researchers tried to relate stress and job satisfaction in selected Insurance Companies operating in the Jaffna District in Sri Lanka.

The objective of the study is to analyze the relationship between employee stress and employee job satisfaction. There are some subsidiary objectives, those are, to reveal the contribution of stress on job satisfaction; to determine the factors which constitute stress and job satisfaction; and to suggest organization for reduce the stress among the staff and also give the valuable suggestion to improve the employee job satisfaction.

Primary data collected through questionnaire and some related secondary sources also used to support the study

Data were tabulated and statistical test including Cronbach's Alpha test, Regression and Correlation were made. Output has been interpreted for respective tests.

It is concluded that the respective insurance companies should pay their concern in sustaining their labour force which is very much needed and for that motivation is highly preferred and needed. So it should be provided to fulfill the requirements of the employees.

**KEY WORDS:** Stress, Job Satisfaction.