

IMPACT OF INDIVIDUAL TEMPERAMENT ON WORK-RELATED STRESS AMONG TEA ESTATE SUPERVISORS IN THE NUWARA-ELIYA DISTRICT, SRI LANKA

M.G.A.K. Gunapala^{1,*} and U.W.M.R.S. Kappagoda²

^{1,2}*Department of Human Resource Management, Faculty of Management Studies, Rajarata
University of Sri Lanka*

*Corresponding author (Email: achalakalpani571@gmail.com)

ABSTRACT

Work-related stress is a critical issue across various professions; however, the influence of individual temperament on stress levels among tea estate supervisors remains underexplored. A pilot study using the “Workplace Stress Scale revealed severe stress levels among participating supervisors, highlighting the urgent need to address this issue. This study examined the impact of individual temperament on work-related stress among tea estate supervisors in Nuwara Eliya District, Sri Lanka. Specifically, it explored how sanguine, choleric, melancholic, and phlegmatic temperaments affect stress levels within this occupational group. Employing a quantitative research design, data were gathered from 165 randomly selected supervisors out of a population of 288, using a structured questionnaire. The data were analyzed using SPSS software by applying regression models to assess the impact of temperament on work-related stress. The findings revealed that individual temperament significantly influences work-related stress. Supervisors with a sanguine temperament experienced lower stress levels, whereas those with choleric and melancholic temperaments exhibited higher stress levels. Phlegmatic temperament is also associated with reduced stress. These results suggest that personality traits play a crucial role in determining stress levels among tea estate supervisors. This study enhances the existing knowledge by emphasizing the need to account for temperament in stress management strategies. Tailored interventions based on individual temperaments can improve supervisors' well-being, thereby enhancing job satisfaction and productivity in the tea industry. This study offers valuable insights for future research, policymakers, and tea industry authorities, providing a foundation for targeted support programs and stress management policies.

Keywords: Choleric temperament, individual temperament, melancholic temperament, phlegmatic temperament, sanguine temperament, work-related stress