

**THE IMPACT OF SUPERVISOR BEHAVIOUR ON
WORKS STRESS AND PSYCHOLOGICAL WELL-
BEING: A STUDY BASED ON TEA ESTATE IN
KOTHTHMALE AREA**



BY

NEELAWALA GEDARA NUWAN LAKSHAN NEELAWALA

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ABSTRACT

This study investigated the impact on supervisor behavior on works stress and psychological well-being. A study based on Tea Estate in Kothmale Area. Hence the aim of this study was to examine the nature of supervisor behavior (SB), work stress (WS) and psychological wellbeing (PWB), to examine the relationships among supervisor behavior (SB), work stress (WS) and psychological well-being (PWB), to examine the impact supervisor behavior (SB) on psychological well-being (PWB) in Kothmale Area Tea Estate and to examine whether work stress (WS) mediates the relationship between supervisor behavior (SB) and psychological well-being (PWB) in Kothmale Area Tea Estate.

Structured questionnaire was used as the method of data collection and 150 employees in Tea Estate in Kothmale Area. Researcher has considered five estates name as Ketabulawa Tea Estate, Hunukotuwa Tea Estate, Dobagasthalwa Tea Estate, Greenwood Tea Estate and Pathana Tea Estate. Convenience sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation and regression analyses.

The results indicated that the high level of supervisor behavior and psychological well-being and mediating influence of work stress moderate level from employees in Kothmale Area Tea Estate. Also result indicated there is a strong negative relationship between supervisor behavior and work stress, strong negative relationship between work Stress and psychological well-being and strong positive relationship between supervisor behavior and psychological well-being. The result indicated that partially significantly impact on Supervisor Behavior and Psychological Well Being by mediated by Work Stress.

As a result of this study, Estate supervisors must focus on developing good relationships among employees. For their work stress and psychological well-being.

Keywords: *Supervisor Behavior, Works Stress, Psychological Well-Being*

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