

IMPACT OF ERGONOMICS WORKSTATION FEATURES ON WHITE-COLLAR EMPLOYEES' WORK STRESS

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1. Introduction

In the manufacturing organization, white-collar employees face many difficulties with their day-to-day working conditions. Workplace stress is the main issue that they are facing with ergonomics issues. This study examined the impact of four ergonomic elements, namely human, machine, work area, and environment.

2. Research Methodology

A quantitative methodology was applied to collect data using a stratified random sampling technique from a population of 135 white-collar employees. The sample size was 79 from sharing a structured questionnaire distributed online in a selected stationary manufacturing organization based in the Colombo district of Sri Lanka. The researcher used multiple regression analysis in SPSS software version 25.0 to analyze the acquired data.

3. Findings and Discussion

The ergonomic factors, humans including body posture and health, Machines including tools, Work area covering working chairs, workplace design, and Work environment covering indoor temperature, noise, lighting, and the presence of working hours impact the well-being and performance of employees. The findings revealed that the human, work area, and environmental ergonomic features positively impact the work stress of white-collar employees, while the machine features negatively impact the work stress of white-collar employees.

4. Conclusion and Implications

This study underscores the practical implications of understanding ergonomic aspects and workplace stress for managers, particularly in stationary manufacturing organizations. By highlighting the significant impact of ergonomic factors on white-collar employees, the study emphasizes the need for effective management of the work environment to reduce work-related stress. Implementing measures to address ergonomic difficulties can enhance employee satisfaction, performance, productivity, and overall organizational success.

Keywords: Ergonomic, White-Collar Employees, Workplace Design, Work Stress.