

## **Impact of Telecommuting Intensity on Occupational Stress**

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During the global pandemic COVID-19, there are many organizations around the world have been transformed into telecommuting working practices. It is a new experience for a developing nation like Sri Lanka. Before the pandemic, they are more familiar with physical working practices. New telecommuting working practices cause increased occupational stress. This research study aims to assess the impact of telecommuting intensity on occupational stress. The research framework mainly highlights the impact of the independent variable; telecommuting intensity on the dependent variable; occupational stress. The study was a quantitative and cross-sectional study. Data were collected using a self-administered questionnaire through an online questionnaire survey. The convenience sampling technique was applied to select the sample, and the final sample consisted of 132 respondents. The study's findings showed a strong positive relationship between telecommuting intensity and occupational stress of executive-level employees in a selected manufacturing company in Sri Lanka. Further, exhibited that telecommuting intensity has a significant positive impact on occupational stress. The organizations must develop a plan to support telecommuters by providing flexible working hours and arranging online stress management programs for them. Cross-validation of this study's findings to be done in various industries and different cultures comparatively among a more significant sample in subsequent studies is recommended, which will add more insights to the present study's substance.

***Keywords:*** *Occupational Stress, Telecommuting Intensity*

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