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Stress Management and Coping Strategies for Quantity Surveyors in Sri Lanka in the 21st Century

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Cover Page Footnote

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Stress Management and Coping Strategies for Quantity Surveyors in Sri Lanka in the 21st Century

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Chapter 1: Introduction

1.1 Background

The construction industry is a traditional field which has a much higher competitiveness, which promotes several unhealthy work practices & procedures that have been carried throughout history., such as low wages, low-profit margins & strict time constraints (Zou and Sunindijo, 2015). Time constraints and Deadlines are more common within the construction industry and they are generating a large amount of work stress. (Sutherland and Davidson 1989; Leung et al. 2007). The construction industry requires longer working hours under low wages (Department of Trade and Industry – United Kingdom 2016) and is even required to work during the weekends (Holden and Sunindijo, 2018). Therefore, the professionals who are working in the industry are suffering from poor mental & physical well-being (Chan, Leung and Liang, 2018) due to the above characteristics of the industry (Sang, Ison and Dainty, 2009). And most Quantity Surveyors are frustrated with their amount of work, longer working hours and the lack of work-life balance. (Lian and Ling 2018). After considering all the above factors, it is safe to assume that the mental pressure on the

industry professionals is quite high & along with the project's progress these stresses will be developed further and become more severe due to the high expectations on project evaluations (Tope Femi Okuntade, 2015). And also, Day by day increasing these stress levels among construction professionals will result in unsafe working practices, lower morale, and poorer performance (Loosemore and Waters, 2004). If industry professionals continue to work in these stressful environments for a long period, it will affect the performance of the construction industry.

Quantity Surveyors (Qs) are professionals who are working with both contractor & consultation parties of a construction project, and they are responsible for project cost, quality and duration (Saka and Chan, 2020). Quantity Surveyors are considered one of the most important stakeholders in a construction project due to their duties regarding financial and contractual management within a construction project (Hee and Ling, 2011). Quantity Surveyors have more critical and complex duties & responsibilities, and they are suffering from more work stress than other professionals in the industry (Bowen, Cattell and Edwards, 2013; Panojan, Perera and Dilakshan, 2019). Therefore a continuation of work in a stressful environment for a long

period will affect the performance of the construction industry (Weerasinghe and Jayasooriya, 2015). There are several studies conducted regarding the existing stressful environment faced by Quantity Surveyors (Bowen, Cattell and Edwards, 2013) as well as other industry personnel (Rahim *et al.*, 2014). And there are several studies conducted regarding the factors affecting work-life balance (Panojan, Perera and Dilakshan, 2019) & Job satisfaction of Quantity Surveyors (Samarasinghe, 2016). Previously many researchers have found, various types of workplace stresses and the main causes of workplace stress within the construction industry (CIOB, 2006). Some studies have found the stress-causing factors, (Oladinrin, T.O., Adeniyi, O. and Udi, & M.O., 2014) and different types of stress and the symptoms of stressfulness (Leung, M.Y., Wong, M.K. and Oloke, & D., 2003, September). These stresses are quite serious and harmful to the industry professionals as well as the industry itself (Bowen, Cattell and Edwards, 2013), (Oladinrin, Adeniyi and Udi, 2014). Therefore these high stresses which are affecting the industry professionals like Quantity Surveyors; must be coped with suitable coping mechanisms (CIOB, 2006). These coping mechanisms should be effective for a long period not for a short period. Even though many coping mechanisms were suggested and used by industry professionals (Leung, Wong and Oloke, 2003); the long-term effectiveness of those coping mechanisms has not yet been identified. Accordingly, there is a gap in existing literature regarding the long-term

effectiveness of pre-found stress coping mechanisms that are currently being used. This paper has conducted further studies in order to explore the main problem of “How to cope with Stress in the long-term wise as a Sri Lankan Quantity Surveyor in the 21st century?” and the main research aim is to “Identify effective coping mechanisms to cope with Stress in the long-term wise as a Sri Lankan Quantity Surveyor in the 21st century?” To achieve this aim the objectives of this study are 1) Identify what stress is and stress management, 2) Identify different kinds of stresses and stress coping mechanisms relevant to Sri Lankan Quantity Surveyors, 3) Investigate the long-term effectiveness of existing stress coping mechanisms used by the Sri Lankan Quantity Surveyors and 4) Identify effective strategies to cope with stresses in long-term wise as a Sri Lankan Quantity Surveyor.

Chapter 2: Literature Review

2.1 Stress

Stress goes back to the 17th century, and they used it to express a severely suffering situation, a factor for high pain or distress or a difficult/unpleasant situation. But most recent studies show that stress highlights the relationship between the individual and the environment that surrounds them. There are two main categories when dealing with stress indicators which are Healthy and Unhealthy (Sommerville and Langford, 1994). Healthy Stress indicators show stimulation, energy, calm and clear thoughts, flexibility to adaptation & control over choices and actions. But Unhealthy Stress Indicators show tiredness, sleeplessness,

over thinking, difficulty thinking, aggression, anxiety & inflexibility (Sommerville and Langford, 1994).

2.2 Types of Stresses

According to (Hans Selye, 1975) “Stress is the nonspecific response of the body to any demand made upon it”. Han Selye is considered the “father of stress”, and he is the first person to identify the difference between good stress also known as Eustress and bad stress also known as Distress (Hans Selye, 1956). Hence, these nonspecific responses can be divided into two sections under the main two types of stresses named Distress & Eustress (Sommerville and Langford, 1994). According to the above statements Healthy Stress indicators are dealing with Eustress & Unhealthy Stress indicators are dealing with Distress (Oladinrin, Adeniyi and Udi, 2014).

2.3 Main Types of Stresses/ Distresses and the causing factors

The types of stress have been defined in many ways, According to (Chan, Leung and Liang, 2018) there are three main types of Stresses, such as 1) Work Stress, 2) Emotional Stress and 3) Physical Stress. Stress sources or stress-causing factors are also called by the name “Stressors” (Senaratne and Rasagopalasingam, 2017). These Stressors can be either a different incident, feeling or state of mind (Senaratne and Rasagopalasingam, 2017). According to the (Beehr 1998); Stressors are also considered as “the events that are encountered by the subjects, while strain refers to the individual’s psychological, physical and behavioural responses to stressors” (Clarke, 2014). Over the years Stressors are categorized and differentiated into many categories according to different scenarios.

2.4 Stress Management & Stress Coping

Stress coping strategies are the main weapons in the battle to reduce or eliminate stresses in working Place (Sommerville and Langford, 1994). Within human history, Stress/Distress is considered a problem which has to be dealt with accordingly (ILO, 2001). Stress prevention is the most suitable way to deal with stress (Martino, 2001). Due to the characteristics of the stressors and the particular nature of the stress; it is not possible to provide one simple standard method to deal with all kinds of stresses (Rahim *et al.*, 2010), but according to (NIOSH, 1999); it is possible to provide some guidelines regarding the

process of stress prevention(Rahim *et al.*, 2010).

The productive Stress management process should have a wider systematic method to manage the risks which are involved with stress; starting from Hazard Identification & Assessment, Risk Evaluation & Risk Reduction(Clarke, 2014). This Risk management process, which is essential to the Stress management process; must consider Stress as a subjective matter and through thorough research, the source of these stresses (stressors) has to be identified, and then the experience or the effect of these stresses has to be considered. This experience is affected by a variety of factors like age, sex, personality, the way of coping, thinking of the mind & several other factors(Clarke, 2014). Each of these stressors is unique to its environment and different types of stressors can cause different types of negative outcomes(Clarke, 2014).

Therefore the above-mentioned risk management method must assess and control the risks posed by these occupational stresses and must consider the nature and effects of these stresses. This requires a tailored intervention to stress rather than a prescriptive approach to risk reduction(Clarke, 2014). Most of the Stress Interventions are applied as isolated approaches rather than integrated approaches.

According to (Cooper *et al.* 1996), there is evidence that the effectiveness of the Stress management processes is comparatively short and ineffective in the long run(Clarke, 2014). The reason for the above situation is

mainly the existing stress management processes are more focused towards reducing the effects, rather than reducing the presence of stressors at work (Kahn and Byosiere 1992).

There are two types of distresses known Acute and Chronic (Seaward, 2004). Acute Stress is a bit extreme and it surfaces frequently and disappears quickly these types of stresses can be dealt with small remedies and short-term coping strategies (Hans Selye, 1975; Selye, 1976; Sommerville and Langford, 1994; Seaward, 2004; Lim Wei Han, 2009). Chronic stress is not so extreme & will not happen frequently compared to Acute Stress, but these types of stresses are serious because it lingers for a long period like months or years. And they cannot be coped with short-term coping strategies or small remedies (Hans Selye, 1975; Selye, 1976; Sommerville and Langford, 1994; Seaward, 2004; Lim Wei Han, 2009).

These types of stresses are the main interest of this research due to the characteristics of these stresses like Not easy to identify, Hard to cope with, Hard to analyze, existing for a long period & there weren't any effective strategies identified to cope them (Seaward, 2004; Hans Selye, 1975; Olpin and Hesson, 2015).

These kinds of long-term affecting Chronic Stresses will start to overcome or wear down the individuals who are suffering from it. These stresses will happen due to unrelenting demands, and high pressure from the working environment or family environment. Simply put, these reasons are the unresolved problems which are persistently annoying (Seaward, 2004; Olpin

and Hesson, 2015). The danger of these Chronic Stresses is most of the time people will get used to these stresses; being used to these stresses will create a loss of hope, anxiety & giving up searching for a solution; which results in a decrease in mental and physical health. Chronic stress can kill a person through Suicide, Heart attacks or tempt them towards Aggressive or Violence Behavior. (Olpin and Hesson, 2015).

Most of the earlier studies have only focused on the direct effects of Acute Stressors, but Chronic Stressors also, create very serious direct effects as well as indirect effects on employees' behaviours (Clarke, 2014). Therefore the focus should be moved towards chronic stresses as well as Acute Stresses. Hence, the Stress management programs which are utilized to reduce occupational stress must have a wider approach which includes both the direct and indirect effects of Acute and Chronic Stress (Clarke, 2014).

Under the Coping Strategies for Stresses, (Kuhlmann, 1990) describes Occupational Stress coping as "The cognitive and behavioural effort to alter stress producing person or environment relationship in the work context, to weaken the negative emotional impact of a given transaction". And also, according to (Kuhlmann, 1990) which is stated in (Oladinrin, Adeniyi and Udi, 2014); the strategies used for managing stress can be considered under two parameters such as 'Manifestations of Coping and Focus of Coping'.

According to (Haynes and Love, 2004) which is stated in (De Silva, Samanmali and De Silva, 2017); "Individuals' ability to

mobilize and successfully or unsuccessfully deal with stress factors is defined as coping with stress, adjusting to stress or stress management self-mobilization". According to (Kavitha, 2009); instead of taking some medicines for stress, there are many other options to remove the damage of stress through effective stress management.

Under the simplified stress coping methods, according to Bowen et al. (2014) & (Bowen, Cattell and Edwards, 2013) which is stated in the (De Silva, Samanmali and De Silva, 2017); suggested these methods.

- Taking physical exercise.
- Engaging in hobbies.
- Socializing with family and friends.
- Engaging in various forms of entertainment.
- Seeking support. (From supervisors, coworkers and others)

According to the NIOSH (1999) which is stated in (De Silva, Samanmali and De Silva, 2017); Stress Prevention Process must include 03 main stages Problem Identification, Intervention and Evaluation. The study of (Raitano and Kleiner, 2004; Jordan et al., 2003) further explains that the strategies which are used in this prevention process must have another 03 stages called; Primary, Secondary and Tertiary prevention methods. Here Primary prevention is the reduction of the factors which are creating distress, secondary prevention is the involvement of administrative responses for the distresses, and finally tertiary prevention is the usage of strategies which cope with distress by sufficiently controlling the stressors and providing effective stress

responses(De Silva, Samanmali and De Silva, 2017).

2.5 Different Types of Stress Coping Mechanisms

According to (Leung, Wong and Oloke, 2003) there are 05 main types of coping behaviours for estimators/Quantity Surveyors.

1. Problem Focused Coping
2. Direct & Control Action
3. Instrumental Support Seeking
4. Preparatory Action
5. Emotion Focused Coping

According to (Raitano and Kleiner, 2004; Jordan et al., 2003), Which is stated in (De Silva, Samanmali and De Silva, 2017),the Stress prevention Process must have 03 Stages.

Primary prevention

- ✓ Regular sufficient breaks
- ✓ Adequate training
- ✓ Faithfull deadlines
- ✓ Flexibility in work schedules
- ✓ Increased opportunities for career development
- ✓ Clear work description
- ✓ Opportunities for social interactions among workers
- ✓ Good working conditions at the workplace
- ✓ Access to information required to perform the work
- ✓ Avoidance of contradictory demands on work
- ✓ Safety equipment and proper instructions
- ✓ Adequate payments

- ✓ A workplace free from health hazards, excessive noise& excessive temperature

Secondary prevention

- ✓ Offer support from the organization to control the work
- ✓ Hold regular team meetings
- ✓ Have an effective feedback system
- ✓ Take necessary actions to reduce physical violence, verbal abuse and harassment
- ✓ Create opportunities to participate in decision making
- ✓ Encourage proper communication
- ✓ Create opportunities to meet superiors on any work-related matters

Tertiary prevention

- ✓ Proper conflict management system
- ✓ Stress assistance programs
- ✓ Better health facilities

According to (Kuhlmann, 1990), which is stated in (Oladinrin, Adeniyi and Udi, 2014), strategies used for managing stress must consider 02 parameters.

01. Focus of Coping

- Problem-Focused Coping
- Emotional-Focused Coping

02. Manifestations of Coping

- Cognitive Strategies
- Behavioural Strategies
- Training Programs
- Personal Coping
- Continuous Professional Development
- Social Support
- Time Management

According to the Centre for Studies on Human Stress (CSHS)&(Flannes, 2010), which is stated in (Tope Femi Okuntade, 2015); Stress Coping Strategy classification.

CSHS classified two types of coping strategies, which are stated by(Fay and Sonnentag, 2002); are Problem Focused Strategy and Emotional Focused Strategies. While (Flannes, 2010)&(Fay and Sonnentag, 2002)classified their coping approaches as positive psychology and cognitive behavioural strategies.

- **Problem-focused strategy**
 - ✓ Positive Psychology Approach
 - ✓ Cognitive Behavior Approach

- **Emotional-focused strategy**
 - ✓ Positive Psychology Approach
 - ✓ Cognitive Behavior Approach

According to (Rahim *et al.*, 2010); Stress Preventing System

According to (Rahim *et al.*, 2010);Stress Prevention must be done through a systematic approach This systematic stress prevention system must include the below steps.

- Stress Recognition
- Stress Assessment
- Anti-Stress Intervention
- Monitoring and Evaluation

Chapter 3: Research Methodology

3.1 Research Approach

According to the nature of this research, it has taken an “Inductive approach”; to explore Stress management and coping strategy as the research study area and develop a new theory through the data collection regarding the long-term effectiveness of the identified stress coping strategies. Here, the first step will be the observations of the targeted group and the identification of the visible patterns. Then a tentative hypothesis must be made up to finally develop a proper theory.

3.2 Data Collection

Due to the qualitative nature of this study, data collection methods like; Literature Review, Interview Guideline Survey &Semi-structured Interview sessions were used as the data collection methods for this study. The interview Guideline Survey was shared in a Google Form format, as a Pilot Test to filter the most eligible candidates for the Interview sessions and to collect more new data regarding Long-term effective Stress Coping strategies. Both the Semi-Structured Interviews and the Interview Guideline Survey contained the same questions, which makes it easy to analyze the newly collected data. As mentioned earlier, one of the two main functions of the Interview Guideline Survey is to filter the most suitable candidate for the interview sessions. This filtration was done by using an “Interview Sampling Criteria Selection”, which is based on the 04 factors,such as; “Which type of quantity surveying related

field did they involve” (Commercial Management, Estimation, Consultation, Life Cycle cost analysis, Construction Management, Typical Quantity Surveying, BIM Management, Arbitration & etc.,) “currently being employed or not”, “whether current employment is dealing with practical quantity surveying aspect rather than theoretical aspect” & “whether the research participants have suffered from any workplace-related stress or not”. This Interview Guideline Survey contained 25 questions and it was distributed among 50 participants who are engaged in Quantity surveying related fields through different aspects. The participants were a bit reluctant to participate, and it was difficult to find more suitable candidates for the interview sessions. So, to collect more raw data for the research, Snowball Sampling Method was utilized as a safety measure, when distributing the Interview Guideline Survey .And Snowball Sampling Method was one of the Non-Probability Sampling methods.

As earlier mentioned, Interview Guideline Survey was distributed among 50 participants, and among these 50 participants most eligible 20 participants were filtered according to a sampling criteria selection and then interviewed through Semi-Structured Interview Sessions, to capture more resourceful details regarding the stress coping methods that they are using and the long-term effectiveness of them.

3.3 Data Analysis Techniques

The transcripts were read several times searching for topics and thematic patterns. Graphical representations & thematic analysis are used to analyze the collected qualitative data through Literature

Review, Interview Guideline Survey & Semi-Structured Interview Sessions.

Chapter 4: Data Analysis and Discussion

According to the research findings, stress highlights the relationship between the individual and the environment that surrounds them. And stress is considered a “Response to internal or external processes which reach those threshold levels that strain its responses” (Cummings and Cooper, 1979) & (Cartwright and Cooper, 1951).

Stress coping strategies are used to reduce or avoid any kind of stressors that cause stressful situations. These coping strategies are the main weapons in the battle to reduce or eliminate stresses in working Place (Sommerville and Langford, 1994).

Using the manual Thematic Analysis of the collected data, which were gathered through the Interview Guideline Survey & the Semi-Structured Interview sessions, this study was able to identify different types of Sri Lankan Quantity Surveyors’ Workplace Related Distresses.

- I. Stress due to Heavy workload
- II. Stress due to multiple deadlines
- III. Stress due to tight deadlines
- IV. Stress due to long working hours
- V. Stress due to Unhealthy Work Shifts
- VI. Stress due to long commute times & distances
- VII. Stress due to an Unpleasant Working Environment
- VIII. Stress due to Amount of Responsibility

- IX. Stress due to Lack of Skills & Knowledge
- X. Stress due to Job insecurity
- XI. Stress due to Inflexibility to New Technology
- XII. Stress due to Top management pressure
- XIII. Stress due to less manpower
- XIV. Stress due to Poor Communication
- XV. Stress due to Inaccurate Data

Using Manual Thematic analysis of the collected data; this research was able to identify different types of Stress Coping strategies which were used by the Sri Lankan Quantity Surveyors to deal with workplace-related Distresses. There were 55 stress coping strategies which are used by the Sri Lankan Quantity Surveyors, and these 55 strategies were analyzed and categorized into 08 common strategies using the manual Thematic Analysis.

- I. Seeking Emotional Support & Guidance
- II. Seeking Working support
- III. Better Workplace Management
- IV. Behavioral & Environmental Changes
- V. Engaging in Personal hobbies
- VI. Keeping a Peak Mental & Physical Health
- VII. Continuous Professional Development
- VIII. Usage of Drugs & Alcohol Substances

After investigating the long-term effectiveness of existing stress coping

strategies, which are used by the Sri Lankan Quantity Surveyors, this study was able to identify 35 long-term effective stress coping strategies which have been currently used by the Sri Lankan Quantity Surveyors, among them 07 strategies were identified as both Short & Long term effective. There were 14 strategies identified as Short-term effective and 06 strategies couldn't be classified into any of the above categories due to their nature, characteristics and relevance to the effectiveness of their Stress coping.

These strategies below were generated through the manual Thematic Analysis; as common strategies and among them, the above-mentioned 35 Sub-Strategies/methods were included.

- I. Seeking Emotional Support & Guidance
- II. Seeking Working support
- III. Better Workplace Management
- IV. Behavioral & Environmental Changes
- V. Engaging in Personal hobbies
- VI. Keeping a Peak Mental & Physical Health
- VII. Continuous Professional Development

With these data, the aim of this study has been achieved, which is to Identify effective stress coping strategies to cope with stresses in long-term wise as a Sri Lankan Quantity Surveyor in the 21st century. This research has concluded; that totally, there was 35 long-term effective stress coping strategies that existed in the day-to-day usage of the Sri Lankan Quantity Surveyors in the 21st century. And those strategies can be

categorized into 08 common strategies which were identified in the above texts.

Chapter 5: Conclusion & Recommendation

5.1 Conclusion

According to the research findings, stress is considered a “Response to internal or external processes which reach some threshold levels that strain its responses” (Cummings and Cooper, 1979) & (Cartwright and Cooper, 1951). These stresses can be either good or bad according to their nature & the circumstances of the stressful incident. Distress coping strategies are used to reduce or avoid any kind of stressors that cause stressful situations. These coping strategies are the main weapons in the battle to reduce or eliminate stresses in working Place (Sommerville and Langford, 1994).

According to the findings of this study Sri Lankan Quantity Surveyors are facing many work-place related distresses nowadays. For the increase of these stressful situations, there were several factors responsible such as, “Heavy workload”, “Multiple deadlines”, “Tight deadlines”, “long working hours”, “Unhealthy work shifts”, “long commute time & distances”, “Unpleasant working environment”, “Amount of responsibility”, “Job insecurity”, “Inflexibility to new technology”, “Top management pressure”, “Less manpower”, “Lack of privacy” etc.

Due to these factors, Sri Lankan Quantity Surveyors are facing workplace-related distress like; “Stress due to Heavy workload”, “Stress due to Multiple

deadlines”, “Stress due to Tight deadlines”, “Stress due to long working hours”, “Stress due to Unhealthy Work Shifts”, “Stress due to long commute time & distances”, “Stress due to Unpleasant Working Environment”, “Stress due to Amount of Responsibility”, “Stress due to Lack of Skills & Knowledge”, “Stress due to Job insecurity”, “Stress due to Inflexibility to New Technology”, “Stress due to Top management pressure”, “Stress due to Less manpower”& etc. The distress have surfaced while working in the Sri Lankan industry as a Quantity Surveyor or a quantity surveying-related other professional.

To reduce or avoid these Distresses which are faced by the Sri Lankan Quantity Surveyors; there are roughly 55 existing coping strategies were available. Among them, 35 strategies can be identified as Long-term effective distress coping strategies. And even among those 35 strategies, 07 number of strategies can be categorized as both Short-term & Long-term effective strategies. The abovementioned 55 strategies can be further narrowed down to 08 number of common strategies named, “Seeking Emotional Support & guidance”, “Seeking Working support”, “Better Workplace Management”, “Behavioral & Environmental Changes”, “Engaging in Personal hobbies”, “Keeping a Peak Mental & Physical Health”, “Continuous Professional Development”&“Usage of Drugs and Alcohol Substances”.

Among these 08 numbers common strategies, only 07 number of common strategies can be identified as long-term effective distress coping methods. They are, “Seeking Emotional Support & guidance”,

“Seeking Working support”, “Better Workplace Management”, “Behavioral & Environmental Changes”, “Engaging in Personal hobbies”, “Keeping a Peak Mental & Physical Health” & finally, the “Continuous Professional Development” method.

5.2 Recommendation

Quantity Surveyors are considered one of the most important stakeholders in a construction project due to their duties regarding financial and contractual management within a construction project (He and Ling, 2011). Quantity Surveyors have more critical and complex duties & responsibilities, and they are suffering from more work stress than professionals in the industry (Bowen, Castell and Edwards, 2013; Pantoja, Perera and Dilakshan, 2019). In Sri Lanka also, Quantity Surveying practitioners are facing so many stressful environments within their work environments and job responsibilities. Distress is the negative type of stress that arises in a situation which highlights aggression, tiredness, anxiety & Fatigue (Sommerville and Langford, 1994; Seaward, 2004). There are two types of distress named Acute Stress & Chronic Stress. Among them, Chronic Stress will not happen frequently compared to Acute Stress, but they are really serious because it lingers for a long period like months or years. And they cannot be coped with short-term coping strategies or small remedies (Hans Selye, 1975; Selye, 1976; Sommerville and Langford, 1994; Seaward, 2004; Lim Wei Han, 2009). The danger of these Chronic Stresses; is most of the time people will get used to these stresses; being used to these

stresses will create a loss of hope, and anxiety & give up searching for a solution; which results in a decrease in mental and physical health. Chronic stress can kill a person through Suicide, Heart attacks or tempt them towards Aggressive or Violence Behavior. (Olin and Hesson, 2015).

So, as the final recommendation of this study; To remedy the Chronic distresses which are faced by the Sri Lankan Quantity Surveyors, proper long-term effective distress coping strategies have to be identified among the existing distress coping methods which are used by the Sri Lankan Quantity Surveyors. So, through this study, 07 common strategies have been identified as long-term effective distress coping methods. They are; “Seeking Emotional Support & guidance”, “Seeking Working support”, “Better Workplace Management”, “Behavioral & Environmental Changes”, “Engaging in Personal hobbies”, “Keeping a Peak Mental & Physical Health” & finally, the “Continuous Professional Development” method. And these strategies can be used to reduce or avoid chronic distresses more effectively & efficiently.

5.3 Limitations

The interview Guideline Survey was distributed among 50 persons, and they were selected through one of the “Snowball Sampling” method utilizations. The Survey distribution limitations were that study was limited to only Sri Lankan Quantity Surveyors & their workplace-related stressful situations, Research candidates currently must be employed as a Quantity Surveyor or in a quantity surveying-related industry, The participants will be excluded if

they are under 18 years old and above 60 years old. Because they have to be of working age according to Sri Lankan Labour Laws. No one will be unfairly excluded from the opportunity to take part in the research. And they won't be excluded due to the facts or limitations of gender, race or nationality, religion/belief, physical disability, sexual orientation, duration of working experiences or educational qualification level.

5.4 Further Research Studies

- Further research studies can be continued to identify the Long-term effects of the existing stress coping strategies with accordance to the contractor or consultant party Quantity Surveyors in Sri Lanka.
- Further research studies can be continued to identify the Short-term effectiveness of the existing stress-coping strategies with accordance to the contractor or consultant party Quantity Surveyors in Sri Lanka.
- Further research studies can be continued to identify the effect of Stress Causing factors on the Long-term effects of the existing stress coping strategies with relevance to the Sri Lankan Quantity Surveyors
- Further research studies can be continued to identify the effect of the working environment on the Long-term effects of the existing stress coping strategies with relevance to the Sri Lankan Quantity Surveyors.
- Further research studies can be continued to identify the Long-term effects of the existing stress coping

strategies with accordance to the Male & Female Quantity Surveyors in Sri Lanka

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