

## **Employee Stress And Its Impact On Employee Performance Among Women Employees In Mysore District**

**PSV Balaji Rao<sup>1</sup> , U M Gopal Krishna<sup>2</sup>**

Professor<sup>1</sup>, Department of Business Administration, Vidyavardhaka College of Engineering, Mysore, Karnataka, India

Assistant Professor<sup>2</sup>, Department of Business Administration, Vidyavardhaka College of Engineering, Mysore, Karnataka, India

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### **Abstract:**

This research paper is to know the reasons for stress among women employees and its impact on employee performance. Increasing Work Environment, Safety & Healthy Working Conditions, Relationships at Workplace, Management Practices and Technology & Innovation are some factors that manages stress for employee. This is based upon the current study made on above topic. It is clearly pictures the factors managing the Employee Stress and employee Performance among Women Employees. Stress is unavoidable on the part of employees irrespective of the gender. Stress management is an art and not all can do it well.

**KEYWORDS:** Stress Management; Employee Stress; Employee Performance; Women Employees

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### **Introduction:**

People from all walks of life suffer stress to a very high degree in the current world, which is widely accepted. Stress is becoming more prevalent as a result of globalisation in this era of high technology speed, global rivalry, and consumerism. Employees' physical and psychological well-being, as well as an organization's efficiency and performance, are both affected by stress. In addition to the direct and indirect expenditures, stress has been demonstrated to be much more detrimental. The necessity of a stress-free work environment has been recognised because of its high cost. 13 People's psychological and physical health, as well as the effectiveness of organisations, are regarded to be negatively impacted by work stress. Being worried at work can lead to a host of negative consequences for the health of the employee as well as the productivity and safety of the workplace itself.

The competitive advantage of an organisation can't be overestimated by a stress-free work environment. Stress and tiredness related to work have been proven to have a significant impact on Indian managers, according to research conducted from the Indian perspective. For both individuals and the business, identifying and reducing the causes of stress at work is a joint responsibility of both the employer and the employee.

Customer abrasion is at an all-time high in today's world, especially following the globalisation of the banking sector. The inadequate financial services are a contributing factor to the high attrition rate. As a result, every commercial bank strives to keep their workers happy and attract new clients. Corporations own and control the private sector banks. Under direct management by their owners, banks are well-managed and their workers are well-focused on serving their customers. However, in the government-owned and government-managed nationalised banks, there is no guarantee of good administration.

Stress is a typical occurrence in the workplace, and most people have experienced it at some point. Some jobs have a higher level of stress than others. The people who work in these positions are under a lot of stress, and they suffer as a result. In today's world, stress is a fact of life. At home, with friends, or in other non-work contexts, people feel the effects of stress. Stress is a highly personal phenomenon. When multiple stresses present themselves in a given context, some people can handle them with ease. In fact, some people will not function effectively unless they experience a degree of stress that awakens and energises them to put their best effort into the work. For those who can't handle stressful situations, they feel immobilised by the thought of interacting with everyday elements that are unappealing to them.

Much personal stress is caused by our impression of our concepts of ourselves. Low self-esteem can result in a variety of stress-related difficulties, including an inability to adapt, an unwillingness to make unreasonable demands on yourself, and a lack of assertiveness. Those with a healthy self-esteem cope with stress more effectively, as a healthy self-concept and confidence in one's talents help them to establish a positive attitude toward stress management and the ability to deal with difficult events with composure and clarity of thought. Human resource management has become a difficult task in today's international company environment. Rapid changes in the technology environment, the socioeconomic and political-legal environment, and the trend toward globalisation of business and industry have altered the significance of human resources and their management fundamentally. All economic activity revolve around the human factor. Without an efficient use of human resources, no company can consider its operations viable or effective. This necessitates attending to human needs and assuring satisfaction in order to maximise production. Stress levels

are also increasing in today's dynamic and competitive work environment, both among employees and managers.

As a result of increased work stress, an increasing number of managers are exhibiting chronic weariness and burnout. Numerous studies have demonstrated that stressed-out managers are detrimental to their firms and shareholders. In the majority of cases, stress results in decreased production. Stress is a global issue that affects practically every country, regardless of economic strength or weakness.

### **EMPLOYEE STRESS**

Stress management can be defined as "interventions aimed at mitigating the impact of occupational stresses." It is up to the individual to recover from stress. There are numerous therapeutic measures that can be used to alleviate stress. They can do so using biofeedback, meditation, and massage. Management is responsible for arranging for counselling for affected individuals. They are aware of and prefer the most appropriate programme for the concerned individual. Workplace stress is a significant factor in the development of stress in individuals.

#### **Sources/Causes of Stress**

The following variables contribute to employee stress:

##### **1. Organizational determinants**

The organisational factors that contribute to stress include pay discrimination, rigid rules enforced within the organisation, a lack of effective communication, goal ambiguity, pressure to complete tasks on time, a lack of coordination, partial performance appraisal, and unhealthy working conditions.

##### **2. Individual determinants**

Employees face a variety of demands from family members, peers, superiors, and subordinates. Failure to comprehend or communicate such expectations results in role ambiguity/role conflict, which generates employee stress. Additionally, intrinsic personality traits such as impatience, aggressive behaviour, and constantly scolding others contribute to employee stress, as do family concerns and financial obligations.

##### **3. Factors external to the organisation**

Employees are also stressed by problems external to the organisation. Additional organisational elements such as political turmoil, inflation or deflation, technology advancements, and other social developments all contribute to individual stress.

## **EMPLOYEE STRESS AND PERFORMANCE**

Employee Stress affects their work performance. Stress affects job performance. More stress equals poorer performance compared to other employees. Employees must be motivated, co-operative, and entertained in order to perform well. Nowadays, people have nuclear families. This is the key factor for employee stress. People living in nuclear power plants don't know about coordination, cooperation, taking policies, or having fun with coworkers. So it affects the employee's mental, emotional, and social functioning.

Workplace complications are another source of employee stress. People who labour without interest or under parental pressure cause stress to the person concerned.

Employees that are capable of doing the job perceive stress as a challenge. They adapt easily and achieve the desired objectives. Organizations encourage employees to communicate honestly and create a stress-free atmosphere. This will inspire them to work to their best ability and enhance firm productivity.

### **Review of Literature**

Adigun Abel and Okoie O Emmanuel (2012) investigated the impact of emotional intelligence and stress management training on non-academic staff performance in a university. The study reveals that excellent emotional intelligence and stress management boost job performance.

Aditya Sharma and Chhaya Parihar (2014)<sup>59</sup> investigated the sources of episodic stress among post office personnel. The study indicated that excessive everyday activity causes stress among postal workers. It is advised to test out various stress coping tactics before settling on the most effective one.

Bassma A. Ibrahim et al. (2014)<sup>60</sup> investigated worker stress. The survey found substantial job strain among workers. Most of the younger age group is under job stress. The study also found that workers with shorter tenure reported increased job strain. There was also a statistically significant link between social support and job stress.

Angeliki Douvaras and Wilfred I. Ukpere (2014) studied the causes and effects of workplace stress on employees. Stress is a genuine concern in the workplace, according to experts. Stress is fundamentally variables in or outside the company that threaten how individuals cope, perform, and ultimately their well-being, and how the business copes to achieve its goals. The study discovered that every individual showed evidence of stress, with a few showing signs of high stress. Changes in organisational behaviour may be required to cope with stress.

BehroozEskandarpour et al. (2014) investigated the impact of occupational stress on worker productivity. The study revealed a link between job stress and efficiency. Organizations should provide training, promote mental wellness, and provide varied stress-relieving apps. Weekly and monthly meetings will be held to exchange ideas, experiences, and psychological pressure to solve problems and mental work.

In their study, Benjamin Rozario and Krishnakumar (2014) examined occupational stress in commercial banks. In their study, many of the sample respondents suffer from severe stress-related illnesses and psychological issues due to professional and personal causes. The study discovered major pressures include workload and work-life balance. Stress management programmes for various staff types should be organised. Moreover, positions should be redesigned with clear roles and no ambiguity.

Bharathy (2014) studied stress in BPO/ITeS. These BPO/ITeS employees are particularly sensitive to stress-related disasters, which include physical, psychological, social, cultural, and economic disruption. Clearly, the organisations examined do not implement the various standard relaxing methods. Relaxation programmes are not generally used in BPO/ITeS firms assessed.

Occupational stress and its effects have been studied extensively, as seen above. Most experts believe that employees are stressed out due to different organisational and psychological variables in this age of globalisation. Studies on working women's stress have also been undertaken. However, most studies fail to identify the key stressors for working women in various service industries. Most studies also fail to show a link between demographics and stressors. Currently, the service industry is booming. Rarely does one come across a serious study on the impact of job stress on women in the service sector. As a result, the current study attempts to fill a vacuum in the literature by identifying the key stressors among working women in the service sector, as well as the implications of stress.

Daniel Bo and Moses I. Ukeh (2013) investigated how job demands affect journalists' stress levels and job satisfaction in Benue State, Nigeria. The study found a linear and negative relationship between occupational stress and total job satisfaction. The survey showed no gender disparities in job satisfaction or stress levels between male and female journalists. The study also found a link between stress and work happiness. Since stress and job satisfaction are negatively correlated, the higher the stress, the lower the job satisfaction.

Stress was discussed extensively by Deepak Kumar et al. (2014). The study also looked at how the sample managed stress in the job. Study finds key stressor to be lack of time management. Effective

time management practises that allow for flexible working hours and increased leisure time would minimise stress and increase corporate production.

Nada Ismail et al. (2014) studied the organisational characteristics connected with occupational stress among Lecturers. Organizational characteristics were found to be significantly associated with occupational stress. Psychological job demand is one of the organisational stressors. Insufficient support from senior management to professors is one of the causes that lead to stress. The study highlighted stressors as lack of control over job, workplace, and employment status.

MohdAbass Bhat (2013) researched bank staff stress. The study also looked at work-life balance, job overburden, workplace relationships, job control, and job features. The study found that people with internal locus of control are less affected by workplace stress. Absenteeism, turnover, and decreased productivity are all signs of stress. To maintain the sacredness, all employers should be encouraged to avoid or reduce risks, particularly stress risks. Encourage staff to exercise and manage their time. Stress-relievers include exercise and time management.

Smruti Sahoo (2016) This research seeks to analyse stress symbols and techniques to deal with them. This study offers tips on coping with work-related stress. Notes: Workplace stress develops when the demands of the job are not met by the worker's resources and talents. Employers, managers, and union reps can use this brochure to educate employees about stress management.

Yadapadithaya(2018) The study analyses the sources and effects of stress, and how emotional intelligence can help manage stress locally. Workload, unpleasant working circumstances and interpersonal connections all contribute to lack of promotion and feedback. These occupational pressures harmed employees' physical health, job happiness, performance, and commitment.

Inabor (2016) The study's goal is to assess the influence of occupational stress and dedication. The results demonstrated that job stress affects employee productivity and dedication. Management was advised to adopt proactive actions to reduce long-term job stress. Management must do research to develop employees' managerial and technical skills.

Shabbir (2017) This study examined the impact of workload and job complexity on employee job performance, with workplace stress as a mediator and social support as a moderator. The study found that workload and job complexity positively effect job stress, whereas job stress negatively impacts job performance, and that social support negatively impacts workload, job complexity, and job stress. Social support also moderates the link between workload, job complexity, and stress.

Farinaz (2017) The study intends to analyse factors of nurses' work environments connected to job demands, such as Heavy workloads and job interruptions showed direct effects on patient and nurse

outcomes. Tasks left undone mediated the associations between heavy workloads and nurse and patient outcomes. The study concluded that compromised professional nursing standards mediated the associations between severe workloads and nurse outcomes. Administrators and nurses should collaborate to establish work environment initiatives that reduce workload expectations.

Irina (2018) Workload and work environment impact employee performance in an innovative study. The study concludes that workload and work environment positively effect employee performance. In order to improve performance, organisations must increase workload.

Rajan (2018) It is important to understand how severe workload affects workers' health, work, and behaviour. The study found that sanitary workers in both types of organisations in the study area perceived the same risk factors related with severe workload and its influence

Najafi (2018) Environmental elements such as interveners, thermal comfort, physical factors, and security were evaluated. Environmental interveners, thermal comfort, physical issues, and security must be influenced. The study believes that parents, teachers, and legislators should be guided in developing a better learning environment.

Adeoye K. (2018) Workplace environmental factors influence employee commitment in the North East of Nigeria. Because there is a favorable correlation between employee feedback and productivity, incentives increase employee loyalty. Employee engagement is greatly influenced by incentives. The report advised companies to provide appropriate incentives and promotions.

### **Objectives of the Study:**

To measure the relationship between the factors managing the Employee Stress and employee Performance.

To study the impact of factors managing the Employee Stress and employee performance

### **Hypothesis of the Study:**

**H<sub>0</sub>: There is no significant relation between the factors managing the Employee Stress and employee Performance among Women Employees. (Anova& F Test)**

❖ H<sub>01</sub>: There is no significant relation between the Work Environment and employee performance among Women Employees.

❖ H<sub>02</sub>: There is no significant relation between the Safety & Healthy Working Conditions and employee performance among Women Employees.

❖ H<sub>03</sub>: There is no significant relation between the Relationships at Workplace and employee performance among Women Employees.

❖ H<sub>04</sub>: There is no significant relation between the Management Practices and employee performance among Women Employees.

❖ H<sub>05</sub>: There is no significant relation between the Technology and Innovation and employee performance among Women Employees.

### **Research Methodology:**

The research methodology outlines the research process and serves as a guide for the researcher to ensure that the research is conducted efficiently. It consists of the data source (primary and secondary data), the sample size, the sampling technique (multistage sampling), and the statistical analysis tools (SPSS STATISTICS & SPSS AMOS). The researcher collected primary data from 314 respondents in Mysore District using a multistage sampling strategy. The statistical tools utilised were SPSS STATISTICS 25 and SPSS AMOS 25.

### **A Research Design & Sampling Technique**

The descriptive research design was utilised in this study since the data were collected over a particular time period and the study explains a general trend in employee performance among women entrepreneurs.

### **B. Sampling Technique**

Due to the research's objective of examining stress management and employee performance among women entrepreneurs in the Mysore district, a rather high sample size is suggested. A higher sample size ensures a more representative and reliable outcome (Saunders et al., 2009, p.219). The sample size is 314 respondents from the Mysore district area. For this study, the multistage sampling procedure was chosen since it ensures a high response rate from investors and saves time and money.

### **Data Analysis and Interpretation:**

The researcher identified the impact of factors managing employee stress and employee performance among women entrepreneurs. The researcher explored the factors responsible for employee stress includes 1. Working Environment 2. Safety & Healthy Working Conditions 3. Relationships at Workplace 4. Management Practices 5. Technology and Innovation. Based on the

factors the researcher used ANOVA analysis to determine which factors are highly influenced on employee performance.

**Impact of Employee Performance on factors of Working Environment**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
<b>Working Environment</b>	Between Groups	16.631	4	4.158	2.456	.046
	Within Groups	523.127	309	1.693		
	Total	539.758	313			
Inadequate working environment	Between Groups	323.226	4	80.807	10.835	.000
	Within Groups	24.532	309	.079		
	Total	347.758	313			
Working in an insecure environment	Between Groups	17.440	4	4.360	2.794	.026
	Within Groups	482.140	309	1.560		
	Total	499.580	313			
Sudden interdepartmental changes at workplace	Between Groups	17.082	4	4.270	2.512	.042
	Within Groups	525.278	309	1.700		
	Total	542.360	313			

Source: Authors' compilation

From the above table, it is found Inadequate working environment(F value is 10.835, P value is 0.000), Working in an insecure environment(F value is 2.794, P value is 0.026), Sudden interdepartmental changes at workplace(F value is 2.512, P value is 0.042), are statistically significant at 5% level of significance with respect to Employee stress management and factors influencing on employee performance. The significant results are leads to mean wise comparison that is presented in the following table

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Inadequate working environment	314	1	5	2.80	1.054
Working in an insecure environment	314	1	5	3.55	1.263

Sudden interdepartmental changes at workplace	314	1	5	3.20	1.316
<b>Working Environment</b>	314	1	5	3.20	1.313

Source: Authors' compilation

From the above table, it is evident by express the employees stress are strongly agreed with Working Environment(Mean value is 3.20), Sudden interdepartmental changes at workplace(Mean value is 3.20), Working in an insecure environment(Mean value is 3.55), Inadequate working environment(Mean value is 2.88), are statistically significant at 5% level of significance with respect to employees stress on the factor influencing employee performance. This ensures that the work environment have a significant impact on employee performance among women entrepreneurs. It implies that there is significant mean variation between work environment and employee performance among women entrepreneurs such as Inadequate working environment, Sudden interdepartmental changes at workplace.

**Impact of Employee Performance on factors of Safety & Healthy Working Conditions**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
<b>Safety &amp; Healthy Working Conditions</b>	Between Groups	10.458	4	2.615	1.443	.020
	Within Groups	559.889	309	1.812		
	Total	570.347	313			
Bottle-neck work gives me stress	Between Groups	19.010	4	4.752	2.703	.031
	Within Groups	543.363	309	1.758		
	Total	562.373	313			
Stress is due to health problem.	Between Groups	123.979	4	30.995	59.191	.000
	Within Groups	161.805	309	.524		
	Total	285.783	313			
Works under safety and healthy environment.	Between Groups	18.660	4	4.665	3.136	.015
	Within Groups	459.700	309	1.488		
	Total	478.360	313			

Source: Authors' compilation

From the above table, it is found Bottle-neck work gives me stress (F value is 2.703, P value is 0.031), Stress is due to health problem.(F value is 59.19, P value is 0.000), Works under safety and healthy environment (F value is 3.314, P value is 0.015) are statistically significant at 5% level of significance with respect to Safety & Healthy Working Conditions and factors influencing on employee performance. The significant results are leads to mean wise comparison that is presented in the following table

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Safety & Healthy Working Conditions	314	1	5	3.42	1.350
Bottle-neck work gives me stress	314	1	5	3.39	1.340
Stress is due to health problem.	314	1	5	3.45	.956
Works under safety and healthy environment.	314	1	5	3.20	1.236

Source: Authors' compilation

From the above table, it is evident by express the employees stress are strongly agreed with Safety & Healthy Working Conditions (Mean value is 3.420), Bottle-neck work gives me stress (Mean value is 3.39), Stress is due to health problem. (Mean value is 3.45), Works under safety and healthy environment(Mean value is 3.20) are statistically significant at 5% level of significance with respect to Safety & Healthy Working Conditions on the factor influencing employee performance. This ensures that the Safety & Healthy Working Conditions have a significant impact on employee performance among women entrepreneurs.

It implies that there is significant mean variation between Safety & Healthy Working Conditions and employee performance among women entrepreneurs such Bottle-neck work gives me stress, Stress is due to health problem.,Works under safety and healthy environment.

**Impact of Employee Performance on factors of Relationships at Workplace**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.

<b>Relationships at Workplace</b>	Between Groups	21.458	4	5.364	3.466	.009
	Within Groups	478.198	309	1.548		
	Total	499.656	313			
Excessive time away from home and family	Between Groups	16.673	4	4.168	2.546	.040
	Within Groups	505.913	309	1.637		
	Total	522.586	313			
No place for honesty & equality at workplace	Between Groups	17.908	4	4.477	2.862	.024
	Within Groups	483.442	309	1.565		
	Total	501.350	313			
There is no place for "Unity in Diversity" at workplace	Between Groups	15.780	4	3.945	2.323	.057
	Within Groups	524.755	309	1.698		
	Total	540.535	313			

Source: Authors' compilation

From the above table, it is found Excessive time away from home and family(F value is 2.546, P value is 0.04), No place for honesty & equality at workplace. (F value is 2.86, P value is 0.024), There is no place for "Unity in Diversity" at workplace(F value is 2.323, P value is 0.057) are statistically significant at 5% level of significance with respect to Relationships at Workplace and factors influencing on employee performance. The significant results are leads to mean wise comparison that is presented in the following table

<b>Descriptive Statistics</b>					
	N	Minimum	Maximum	Mean	Std. Deviation
<b>Relationships at Workplace</b>	314	1	5	3.62	1.263
Excessive time away from home and family	314	1	5	3.26	1.292
No place for honesty & equality at workplace	314	1	5	3.56	1.266
There is no place for "Unity in Diversity" at workplace	314	1	5	3.19	1.314

Source: Authors' compilation

From the above table, it is evident by express the employees stress are strongly agreed with **Relationships at Workplace**(Mean value is 3.620), No place for honesty & equality at workplace (Mean value is 3.26), Stress is due to health problem. (Mean value is 3.45), Works under safety and

healthy environment(Mean value is 3.20) are statistically significant at 5% level of significance with respect to Relationships at Workplace on the factor influencing employee performance. This ensures that the Relationships at Workplace have a significant impact on employee performance among women entrepreneurs.

It implies that there is significant mean variation between Relationships at Workplace among women entrepreneurs such Excessive time away from home and family, No place for honesty & equality at workplace,There is no place for "Unity in Diversity" at workplace.

**Impact of Employee Performance on factors of Management Practices**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
<b>Management Practices</b>	Between Groups	15.780	4	3.945	2.323	.057
	Within Groups	524.755	309	1.698		
	Total	540.535	313			
Lack of Equipment	Between Groups	21.384	4	5.346	3.117	.016
	Within Groups	530.030	309	1.715		
	Total	551.414	313			
Change management may avoid frustration	Between Groups	23.800	4	5.950	3.073	.017
	Within Groups	598.366	309	1.936		
	Total	622.166	313			
Change in the organizational structure, policy & procedures	Between Groups	21.384	4	5.346	3.117	.016
	Within Groups	530.030	309	1.715		
	Total	551.414	313			

Source: Authors' compilation

From the above table, it is found Lack of Equipment(F value is 3.117, P value is 0.16Change management may avoid frustration(F value is 3.073, P value is 0.016), Change in the organizational structure, policy & procedures (F value is 3.117, P value is 0.016) are statistically significant at 5% level of significance with respect to Management Practices and factors influencing on employee performance. The significant results are leads to mean wise comparison that is presented in the following table

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
<b>Management Practices</b>	314	1	5	3.19	1.314
Lack of Equipment	314	1	5	3.31	1.327
Change management may avoid frustration	314	1	5	3.08	1.410
Change in the organizational structure, policy & procedures	314	1	5	3.31	1.327

Source: Authors' compilation

From the above table, it is evident by express the employees stress are strongly agreed with **Management Practices** (Mean value is 3.19), Lack of Equipment (Mean value is 3.31), Change management may avoid frustration (Mean value is 3.08), Works under safety and healthy environment (Mean value is 3.20) are statistically significant at 5% level of significance with respect to Management Practices on the factor influencing employee performance. This ensures that the Management Practices have a significant impact on employee performance among women entrepreneurs.

It implies that there is significant mean variation between Management Practices among women entrepreneurs such Lack of Equipment, Change management may avoid frustration Change in the organizational structure, policy & procedures.

### Impact of Employee Performance on factors of Technology and Innovation

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
<b>Technology and Innovation</b>	Between Groups	31.781	4	7.945	5.799	.000
	Within Groups	423.330	309	1.370		
	Total	455.111	313			
Carry out technology-specific training	Between Groups	31.781	4	7.945	5.799	.000
	Within Groups	423.330	309	1.370		
	Total	455.111	313			
Diminished	Between Groups	23.800	4	5.950	3.073	.017

Creativity and Initiative	Within Groups	598.366	309	1.936		
	Total	622.166	313			
Changes in the Job design creates problem.	Between Groups	23.266	4	5.816	4.385	.002
	Within Groups	409.897	309	1.327		
	Total	433.162	313			

Source: Authors' compilation

From the above table, it is found Carry out technology-specific training(F value is 5.779, P value is 0.000),Diminished Creativity and Initiative(F value is 3.779, P value is 0.00), Changes in the Job design creates problem. (F value is 4.385 P value is 0.002) are statistically significant at 5% level of significance with respect to Management Practices and factors influencing on employee performance. The significant results are leads to mean wise comparison that is presented in the following table

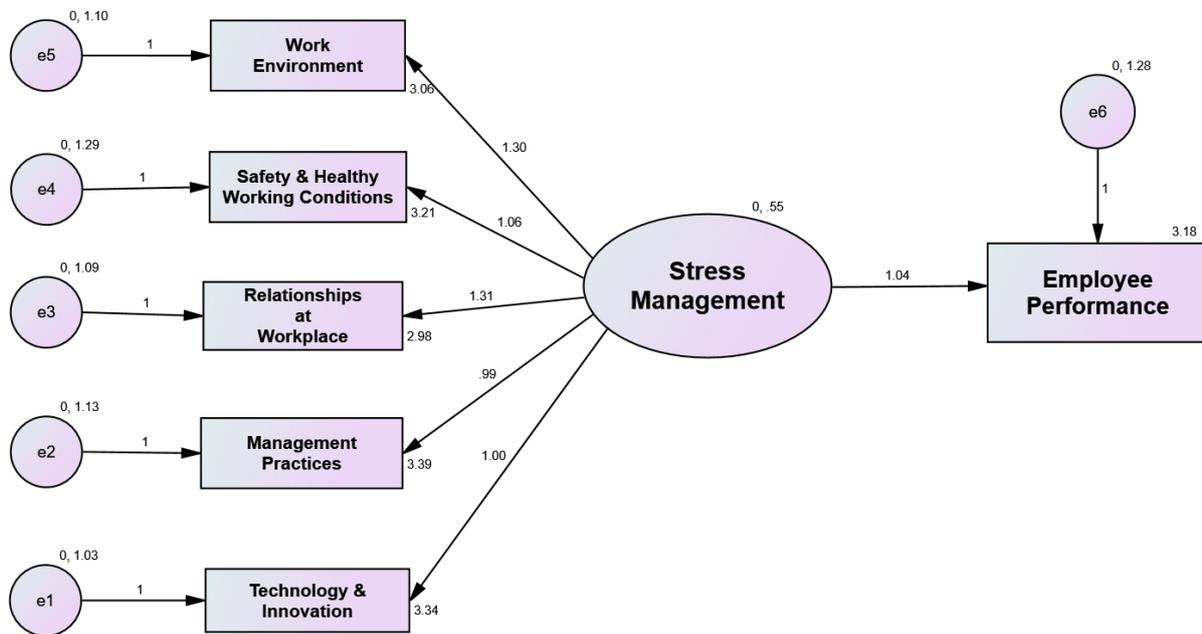
Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
<b>Technology and Innovation</b>	314	1	5	3.14	1.206
Carry out technology-specific training	314	1	5	3.14	1.206
Diminished Creativity and Initiative	314	1	5	3.08	1.410
Changes in the Job design creates problem.	314	1	5	3.65	1.176

Source: Authors' compilation

From the above table, it is evident by express the employees stress are strongly agreed with **Management Practices** (Mean value is 3.19), Carry out technology-specific training(Mean value is 3.14), Diminished Creativity and Initiative(Mean value is 3.14), Changes in the Job design creates problem.(Mean value is 3.65) are statistically significant at 5% level of significance with respect to Technology and Innovation on the factor influencing employee performance. This ensures that the Technology and Innovation have a significant impact on employee performance among women entrepreneurs.

It implies that there is significant mean variation between Technology and Innovation among women entrepreneurs such Carry out technology-specific training, Diminished Creativity and Initiative,Changes in the Job design creates problem.

### Structured Equation Modelling



**H1<sub>a</sub>:** There is no significant association between the Work Environment and Employee Performance among Women Entrepreneurs.

According to the SEM analysis, work environment has a favourable effect on and Employee Performance ( $\beta = 1.30$ ). As a result, the H1a hypothesis is rejected at the 5% level of significance.

**H2<sub>a</sub>:** There is no significant association between the Safety & Healthy Working Conditions and Employee Performance among Women Entrepreneurs.

According to the SEM analysis, Safety & Healthy Working Conditions has a favourable effect on and Employee Performance ( $\beta = 1.06$ ). As a result, the H2a hypothesis is rejected at the 5% level of significance.

**H3<sub>a</sub>:** There is no significant association between the Relationships at Workplace and Employee Performance among Women Entrepreneurs.

According to the SEM analysis, Relationships at Workplace has a favourable effect on and Employee Performance ( $\beta = 1.31$ ). As a result, the H3a hypothesis is rejected at the 5% level of significance.

**H4<sub>a</sub>:** There is no significant association between the Management Practices and Employee Performance among Women Entrepreneurs.

According to the SEM analysis, Management Practices has a favourable effect on and Employee Performance ( $\beta = 0.99$ ). As a result, the H4a hypothesis is rejected at the 5% level of significance.

**H5<sub>a</sub>: There is no significant association between the Technology and Innovation and Employee Performance among Women Entrepreneurs.**

According to the SEM analysis, Technology and Innovation has a favourable effect on and Employee Performance ( $\beta = 1.00$ ). As a result, the H5a hypothesis is rejected at the 5% level of significance.

#### **Findings:**

1. The study found that there is significant mean variation between work environment and employee performance among women entrepreneurs such as Inadequate working environment, Sudden interdepartmental changes at workplace.
2. The study inferred that there is significant mean variation between Safety & Healthy Working Conditions and employee performance among women entrepreneurs such as Bottle-neck work gives me stress, Stress is due to health problem., Works under safety and healthy environment.
3. The study revealed that there is significant mean variation between Relationships at Workplace among women entrepreneurs such as Excessive time away from home and family, No place for honesty & equality at workplace, There is no place for "Unity in Diversity" at workplace.
4. The study inferred that there is significant mean variation between Management Practices among women entrepreneurs such as Lack of Equipment, Change management may avoid frustration, Change in the organizational structure, policy & procedures.
5. The study revealed that there is significant mean variation between Technology and Innovation among women entrepreneurs such as Carry out technology-specific training, Diminished Creativity and Initiative, Changes in the Job design creates problem.
6. The results of Structural Equation Model of Stress Management and Employee Performance among Women Entrepreneurs that there is a positive influence on Employee Performance. Therefore, the result of structural equation modelling on Stress Management depicts that there is a significant relationship between all the identified factors such as Work Environment, Safety & Healthy Working Conditions, Relationships at Workplace, Management Practices, Technology and Innovation.

#### **Suggestions:**

1. To alleviate Stress Management among the Women Entrepreneurs, it is recommended that management enhance the competence and competency of various kinds of employees. The

rescaling will aid in Employee Performance, resulting in improved customer service. The management should promote cross-functional and interdependent work arrangements in order to reduce work among low-performing employees.

2. To alleviate stress among the Women Entrepreneurs, it is recommended that management implement a sensitive performance management system through credible target setting, incentive and scheme design, and appraisal training.

3. It is proposed that growth appropriation be bolstered at all levels of the Women Entrepreneurs.

### **Conclusion:**

Effective stress management will not only improve work-life quality, but will also improve the health of female employees. The authors of a recent study made an effort to analyse the Stress Management and Employee Performance among the Women Entrepreneurs and the coping mechanisms used to alleviate as Work Environment, Safety & Healthy Working Conditions, Relationships at Workplace, Management Practices, Technology and Innovation.

By utilising statistical methods such as standard deviation, analysis of variance, and SEM. Numerous hypotheses on the degree of stress and its effect on Employee Performance among the Women Entrepreneurs were developed and rigorously examined using statistical techniques. The ANOVA analysis was used to analyse the Stress Management in order to identify the most effective strategies that might be used by the sample respondents to alleviate stress to a certain extent.

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