1. **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 recognized because of its high cost. 13 People's psychological and physical health, as well as the effectiveness of organizations, is 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 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.

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.

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 co-workers. 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.

1.1 Background of the Study

Stress has the positive and negative effects to the individuals and their environment. It depends on the individuals whether or not they can manage the strain or not. Although some worker stress is normal, but over stress can interfere together with your productivity and impact the emotional and physical health. The power to affect stress can mean the difference between failure and success. Stress features a positive effect on employees of any organization but it depends on which is employees can deal with it, sometime it over limits and provides the negative effect to employees. The worker stress always given the eye thanks to the very powerful effect because it can affect the workers and work behaviour, and therefore the most dramatically is that the employee's health. It can consider that quite one half the physical illnesses are associated with stress. Some common illnesses that associated with stress are high vital sign, heart condition, colitis, migraine and ulcers.

Stress can also make common flu, infections and colds become bad and take longer time to recover (Ahmed, A., & Ramzan, M. 2013). The reason for selection the subject factors resulting in Work-related stress are often represented as individual addressed strange working scenario with work demands and pressures which can't be compromised supported their knowledge and skills, and it'll in fact affect the performance of the worker. This study came to examine the impact of job stress on job performance in IT sector, and to study organizational role factors that cause stress workload, role ambiguity and role conflict. The main aim of this study to determine the impact of stress on the performance of women employees in the IT-sector in Bangalore.

1.2 Statement of the Problem

The extreme work stress also makes an employee feel don't valued and cause performance to say no, this is often because employees can't think well and obtain lazy to figure. As state by Cordes and Dougherty (1993) the emotional exhaustion, negative self-evaluations, and lowered self-esteem also are related to worker stress. The enough stress can inspire employees' potential and therefore the job performance will increase. However, job performance will directly influence by work stress (Jex, 1998). Tseng (2001) stated that hi-tech worker feels more stress then traditional industries. After the approaching of the IT

sectors, every organization began to fix targets, lowering salary, immediate retrenchment, recession, competition, unusual timing etc., makes the ladies to become more stressful than before. the ladies aren't treated properly by the male, criticism, high turnover of employees, hypertension, lack of coaching, lack of interpersonal communication between the employer and therefore the employees, the fear of losing one's job, long working hours, less time to spend with the family, harder to balance work and residential needs. Hence the study focuses on the cause, effect and symptoms of stress and to manage the strain.

1.3 Research Objective

The main purpose of this study is to identify the effects of the worker stress on the job performance. Other than that, this study also will find out the relationship between worker stress and job performance.

Primary Objectives:

- To analysis, influence of Stress Management within Organizations and Its Effects on Employees' Performance among Women employees at TVS Ki Mobility Solution Chennai.

Secondary Objectives:

- To determine the demographics, profile the responders in the concern.
- 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.
- To provide the recommendation and suggestions to improve the employee's performance.

1.4 Significance of the Study

The study investigating the impact of stress management within organizations and its effects on employees' performance holds immense significance in contemporary workplaces. At the core of this research lies the well-being of individuals, as stress has emerged as a pervasive issue affecting employees' physical and mental health. By delving into the efficacy of stress management interventions, this study aims to illuminate pathways to foster healthier work environments, mitigate stress-related illnesses, and bolster overall employee well-being. Moreover, understanding how stress management practices influence performance is pivotal for optimizing productivity, decision-making, and job satisfaction within organizations. Beyond individual welfare, this research bears implications for organizational culture and

climate, shedding light on the role of policies, leadership, and support systems in either exacerbating or alleviating stress among employees. Importantly, insights from this study can inform strategies to enhance employee engagement, retention, and ultimately, organizational success.

Additionally, by examining the financial costs associated with stress-related absenteeism and turnover, this research underscores the potential for significant cost savings through effective stress management initiatives. Moreover, in an era marked by heightened awareness of mental health and well-being, this study contributes to broader societal efforts to prioritize employee welfare in the workplace. Ultimately, by unravelling the intricate relationship between stress management and employee performance, this research holds promise for cultivating resilient workforces and fostering long-term organizational sustainability in an ever-evolving business landscape.

1.5 Scope of the Study

The scope of the study on the impact of stress management within organizations and its effects on employees' performance encompasses a multifaceted exploration of various dimensions within organizational dynamics and individual well-being. Firstly, the study will delve into the assessment of prevalent stressors within diverse organizational contexts, ranging from workload and deadlines to interpersonal conflicts and organizational culture. It will examine the effectiveness of different stress management strategies and interventions implemented by organizations, including but not limited to mindfulness programs, flexible work arrangements, employee assistance programs, and leadership training.

Moreover, the scope extends to investigating the direct and indirect effects of stress management initiatives on employees' performance metrics such as productivity, job satisfaction, absenteeism, turnover rates, and overall job performance. This entails analysing the impact of stress reduction strategies on individual, team, and organizational outcomes, considering factors such as motivation, engagement, resilience, and work-life balance.

1.6 Limitation of the study

- Insufficient sample size for statistical measurements.
- Lack of previous research studies on the topic.
- Methods/instruments/techniques used to collect the data and
- Limited access to data and time constraints.

2. REVIEW OF LITERATURE

Adigun Abel and Okoiye 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) 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) 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.

AngelikiDouvaras 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.

Behrooz Eskandarpour 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.

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.

Mohd Abass 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 affect 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 affect 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.

2.1 Research Framework
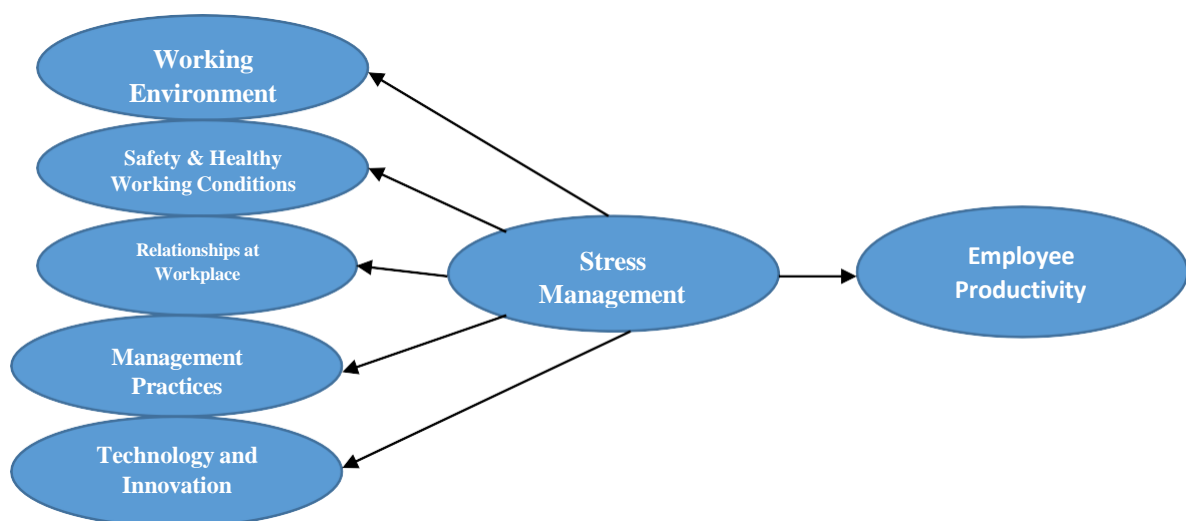
Figure 1: Conceptual framework

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3. 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.

3.1 Research Design

In specifically, descriptive research methodologies were used in this quantitative study. The research was conducted based on descriptive research.

3.3 Sampling techniques and Sample size

For the purpose of gathering data, 300 questionnaires were delivered to the researcher. Out of the 250 questionnaires that were returned, 50 were judged to be flawed and were eliminated. Finally, 200 samples were fixed for data analysis, and data analysis was carried out using SPSS. The details of questionnaires distributed to the customers, received from the customers and analysed are furnished.

3.4 Research instrument

The main research instrument used for this study was the questionnaire. The questionnaire used for the study was divided broadly into two sections. These are the demographic section and the characteristics of research objectives. Under the demographic section variables such as age of the respondent, gender, income level, marital status and highest educational level was asked. The section 30 on service quality was also sub-divided into six sub section. The six subsections were also group into the various dimension of employee stress management outlined in the conceptual framework. These subsections are; the impact of factors managing employee stress and employee performance. 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 and F Test to determine which factors are highly influenced on employee performance). The study used a five-point Likert Scale where respondents were asked to indicate the extent to which they agree/disagree with various statements. The Five-Point Likert's scale having the ratings of "strongly disagree" (1) and "strongly agree" (5) were used.

3.5 Data Collection Procedures

A self-administered, structured questionnaire (Appendix A) was used to gather data from respondents to the study (Cooper and Schindler 2006; Malhotra and Birks, 2007). The permission was to allow their premises to be used for this study. Each respondent to the study was made to fill a questionnaire after a brief introduction and objective of the study has been explained. The research questionnaires were distributed.

3.6 Pilot study

A pilot study was carried out before to the survey to assess the validity of the questionnaire (Cooper and Schindler, 2006). 30 surveys that were gathered in the integrated Vellore area served as the basis for this pilot study. Any question that was unclear or difficult to comprehend was requested for feedback from the respondents. A general opinion question about the questions was also included in this pilot study's open-ended section. Corrections were made in accordance with these guidelines, and the results of the final, amended questionnaires were then circulated and gathered from the respondents.

3.7 Data analysis Tools

The data gathered from the field which through the questionnaires administered were recorded and coded into Statistical Package for Social Science (SPSS) software. In analysing the date gathers from the field (questionnaire), frequencies, means, and reliability were primarily calculated using SPSS, and content validity of the questionnaire was established by reviewing existing literature. The data was analysed using two statistical techniques. These techniques are multiple regression analysis, and analysis of variance.

3.8 Cronbach's Alpha

The reliability analysis is used to establish both the consistency and stability of the research instrument.

Table 3.1: Reliability Statistics

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.835	.835	**20**

4. RESULT ANALYSIS

4.1 Demographic Profile of the Respondents

Table 4.1: Demographic Profile of the Respondents

Categories	Dimensions	F	Total	Percentage	Cumulative %
Age	22-25	50	200	25	100
	25-30	100		50	
	30-35	50		25	
Education Level	UG (Arts)	60	200	30	100
	UG (Engineering)	90		45	
	Others	50		25	
Marital Status	Married	50	200	25	100
	Single	150		75	
Designation	Fresher's	100	200	50	100
	Team Leader	50		25	
	Senior Employees	50		25	
Salary	From-15,000	40	200	20	100
	15,001- 20,000	60		30	
	20,001-30,000	60		30	
	Above - 30, 001	40		20	
Experience	0-2Years	30	200	15	100
	3-5 Years	80		40	
	6-8 Years	70		35	
	8-10 Years	20		10	

Source: Primary Data

Interpretation

➢ Majority of the responders age between 25-30 [100 frequencies with 50% out of 200 responders], 22-25 and 30-35 between age around 50% respectively.

➢ Majority of the responder's educational level were UG- Engineering 45% and remaining UG-Arts and Others responders were 60% and 50% respectively.

➢ Maximum the responder's marital status was single 75% and 25% of the responders were married.

➢ Majority of the responders Designation were fresher 50% and then Team Leader &

Senior Employees were 25%.

➢ Majority of the responders' salary between 15,000-20,000 and 20,000-30,000 were 30% respectively. Then remaining the responders' salary between from-15,000 and Above 30,000 were 20% respectively.

➢ Majority of the responders were experience between 3-5 years 40%, then remaining 6-8years were 35%, then 0-2 years and 8-10 years were 15% and 10% respectively.

4.2 Hypothesis of the Study:

H0: There is no significant relation between the factors managing the Employee Stress and employee Performance among Women Employees. (Anova & F Test)

H01: There is no significant relation between the Work Environment and employee performance among Women Employees.

H02: There is no significant relation between the Safety & Healthy Working Conditions and employee performance among Women Employees.

H03: There is no significant relation between the Relationships at Workplace and employee performance among Women Employees.

H04: There is no significant relation between the Management Practices and employee performance among Women Employees.

H05: There is no significant relation between the Technology and Innovation and employee performance among Women Employees.

4.4 Impact of Employee Performance on factors of Working Environment

Table 4.2 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Working Environment	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: Primary Data

Interpretation

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

Table 4.3 Descriptive Statistics

	N	Min	Max	Mean	Std. D
Inadequate working environment	200	1	5	2.80	1.054
Working in an insecure environment	200	1	5	3.55	1.263
Sudden interdepartmental changes at workplace	200	1	5	3.20	1.316
Working Environment	200	1	5	3.20	1.313

Source: Primary Data

Interpretation

From the above table, it is evident by express the employees stress are strongly agreed with WorkingEnvironment (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 employee's 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.

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

Table 4.4 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Safety & Healthy Working Conditions	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: Primary Data

Interpretation

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

Table 4.5 Descriptive Statistics

	N	Min	Max	Mean	Std. D
Safety & Healthy Working Conditions	200	1	5	3.42	1.350
Bottle-neck work gives me stress	200	1	5	3.39	1.340
Stress is due to health problem.	200	1	5	3.45	.956
Works under safety and healthy environment.	200	1	5	3.20	1.236

Source: Primary Data

Interpretation

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.

4.6 Impact of Employee Performance on factors of Relationships at Workplace

Table 4.6 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Relationships at Workplace	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: Primary Data

Interpretation

From the above table, it is found Excessive time away from home and family (F value is 2.546, P valueis 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

Table 4.7 Descriptive Statistics

	N	Mini,	Max,	Mean	Std. D
Relationships at Workplace	200	1	5	3.62	1.263
Excessive time away from home and family	200	1	5	3.26	1.292
No place for honesty & equality at workplace	200	1	5	3.56	1.266
There is no place for "Unity in Diversity" at workplace	200	1	5	3.19	1.314

Source: Primary Data

Interpretation

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.

4.7 Impact of Employee Performance on factors of Management Practices

Table 4.8 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Management Practices	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

Table 4.9 Descriptive Statistics

	N	Min	Max	Mean	Std. D
Management Practices	200	1	5	3.19	1.314
Lack of Equipment	200	1	5	3.31	1.327
Change management may avoid frustration	200	1	5	3.08	1.410
Change in the organizational structure, policy & procedures	200	1	5	3.31	1.327

Source: Primary Data

Interpretation

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.

4.8 Impact of Employee Performance on factors of Technology and Innovation

Table 4.10 ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Technology and Innovation	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 Creativity and Initiative	Between Groups	23.800	4	5.950	3.073	.017
	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: Primary Data

Interpretation

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

Table 4.11 Descriptive Statistics

	N	Min	Max	Mean	Std. D
Technology and Innovation	200	1	5	3.14	1.206
Carry out technology-specific training	200	1	5	3.14	1.206
Diminished Creativity and Initiative	200	1	5	3.08	1.410
Changes in the Job design creates problem.	200	1	5	3.65	1.176

Source: Primary Data

Interpretation

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.

4.9 Research Hypothesis Testing

H1$_a$: There is no significant association between the Work Environment and Employee Performance among Women Entrepreneurs.

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

H2a: There is no significant association between the Safety & Healthy Working Conditions and Employee Performance among Women Entrepreneurs.

According to the 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.

H3a: There is no significant association between the Relationships at Workplace and Employee Performance among Women Entrepreneurs.

According to the analysis, Relationships at Workplace has a favourable effect on and Employee Performance ($\beta = 1.31$). As a result, the H1a hypothesis is rejected at the 5% level of significance.

H4a: There is no significant association between the Management Practices and Employee Performance among Women Entrepreneurs.

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

H5a: There is no significant association between the Technology and Innovation and EmployeePerformance among Women Entrepreneurs.

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

5. RESEARCH FINDINGS

5.1 Findings on Demographics Profile of the Responders

➢ Majority of the responders age between 25-30 [100 frequencies with 50% out of 200 responders], 22-25 and 30-35 between age around 50% respectively.

➢ Majority of the responder's educational level were UG- Engineering 45% and remaining UG-Arts and Others responders were 60% and 50% respectively.

➢ Maximum the responder's marital status was single 75% and 25% of the responders were married.

➢ Majority of the responders Designation were fresher 50% and then Team Leader & Senior Employees were 25%.

➢ Majority of the responders' salary between 15,000-20,000 and 20,000-30,000 were 30% respectively. Then remaining the responders' salary between from-15,000 and Above 30,000 were 20% respectively.

➢ Majority of the responders were experience between 3-5 years 40%, then remaining 6-8years were 35%, then 0-2 years and 8-10 years were 15% and 10% respectively.

5.2 Findings on Research Objectives

➢ 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.

➢ The study inferred 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.

➢ The study revealed 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.

➢ The study inferred 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.

➢ The study revealed 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.

➢ 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.

5.3 Research Suggestions

➢ 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.

➢ 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.

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

5.4 CONCLUSION

Employees face various Mental and physical problems to the routine work progress. It was found that the main reasons for work stress are due to heavy work load and pressure from department heads. It was also found out that majority of the employees are able to achieve the targets sometimes only. The standards set up by the top management are not easily achievable by the employees but achievable. The upper administration should attempt to give extra breaks through the working hours. The administration can offer more fun services to the employees so that stress can be reduced to some extent.

Development in work situation can be encouraged by providing lighting and ventilation in work room. The administration can reform the job to decrease work stress. Health elevation programs could be applied in the firm which is helpful in monitoring the general health of the staffs. Staffs who sensation more stresses at work should be provided with separate treatment. Employee's engagement cum motivational programs should be conducted periodically to sensitize the staff towards public service motive.

Management of organizations should invest in stress management practices such as stress management training, seminars on job burnouts, supportive organisational climate, yoga and

meditation; the close association of co-workers, celebrations are practised periodically at the executive level. But, celebration, stress management training and yoga and meditation are the most preferred practices.

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ANNEXURE

QUESTIONNAIRES

Influence of Stress Management within Organizations and Its Effects on Employees'
Performance among Women employees at TVS Ki Mobility Solution-Chennai.

Demographic Profile of the Respondents

1. Name: Optional
2. Age: [i]22-25   [ii]25-30   [iii]30-35
3. Educational Level: [i]UG (Arts)   [ii]UG (Engineering) [iii] Others
4. Marital Status: [i]Married   [ii]Single
5. Designation: [i] Fresher's   [ii]Team Leader   [iii]Senior Employees
6. Salary: [i]From-15,000   [ii]15,001-20,000 [iii]20,001-30,000
   [iv]Above - 30, 001
7. Experience: [i]0-2Years   [ii]3-5 Years   [iii]6-8 Years   [iv]8-10 Years

Research Questions

S.N	Question	SA	A	N	DA	SDA
Impact of Employee Performance on factors of Working Environment						
1	Inadequate working environment					
2	Working in an insecure environment					
3	Sudden interdepartmental changes at workplace					
4	Working Environment					
Impact of Employee Performance on factors of Safety & Healthy Working Conditions						
1	Safety & Healthy Working Conditions					
2	Bottle-neck work gives me stress					
3	Stress is due to health problem.					
4	Works under safety and healthy environment.					
Impact of Employee Performance on factors of Relationships at Workplace						
1	Relationships at Workplace					
2	Excessive time away from home and family					
3	No place for honesty & equality at workplace					
4	There is no place for "Unity in Diversity" at workplace					
Impact of Employee Performance on factors of Management Practices						
1	Management Practices					
2	Lack of Equipment					
3	Change management may avoid frustration					
4	Change in the organizational structure, policy & procedures					
Impact of Employee Performance on factors of Technology and Innovation						
1	Technology and Innovation					
2	Carry out technology-specific training					
3	Diminished Creativity and Initiative					
4	Changes in the Job design creates problem.					

======================Thanks for your cooperation====================