EXPLORING AND CONFIRMING FACTORS AFFECTING WORK PRESSURE AMONG INDIAN WORKING WOMEN, APPLYING STRUCTURAL EQUATION MODEL AND PATH ANALYSIS

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Abstract: *The main purpose of the paper is to explore and confirm factors affecting work pressure among working women in India. The research tries to frame structural equation model for explored and confirmed factors affecting work pressure among working women in India. The research methodology deployed studies the various factors affecting work pressure among working women in India. Accordingly, a structural equation model is drawn highlighting the factors. A sample size of 1,050 respondents of varying age groups has been considered for the study. Responses are collected across different organisations of varied sectors. The collected data is further analysed using statistical analysis software like SPSS 22 and AMOS 24. The most important factors extracted as per exploratory factor analysis are: work stress, work-life balance, time and distance pressure, performance appraisal, organisation work culture, and work pressure. The result of confirmatory factor analysis (using maximum likelihood estimation) shows that all fit indices are within excellent limits. Thus, the relative adequacy of the model fit is established appropriately. The SEM model confirms and represents four construct/factors: work-life balance, organisation work culture, time and distance of work place, and performance appraisal, which represent work stress. Moreover, it is observed that work stress directly affects work pressure, whereas performance appraisal partially affects work pressure.*

Keywords: *Structural Equation Modelling, Work Pressure, Work Stress, Work-Life Balance, Working Women*

INTRODUCTION

An individual experiences work pressure when the work they are doing becomes highly demanding or they lack the appropriate know-how. Moreover, they are unable to cope with it due to certain limitations. It is common to experience work pressure when superiors as well as colleagues are of no help, as well as when the assigned task is new and challenging, needing lots of time and energy. In fact, in this demanding work environment, work pressure has become unavoidable; this high work pressure results in job stress.

Women, being more sensitive and emotional, normally experience work pressure easily when performing any demanding task. Poor working conditions aggravate work pressure. Further, stringent, long, and unsocial working hours lead to occupational stress among working women. Women having to take on the dual responsibility at home and the office are highly exposed to work pressure. They are in a dilemma whether to prioritise household work or office work. Both the roles are equally important and the need to attend to both at the same time makes it highly challenging, to meet the family's as well as the office's expectations. Sometimes, unclear job roles, being over-skilled or under-skilled, low salary, isolated working conditions, sexual harassment at work, no understanding of household issues at the workplace, lack of clarity about promotion schemes, no timely performance appraisals, and so on lead to a disturbed work-life balance.

LITERATURE REVIEW

Krishnan (2014) tried to identify various factors leading to stress among working women in the city of Bengaluru. She identified that socio-economic stressors, like unexpected guests and absence of domestic help, are major factors leading to stress among working women. She suggested some stress relieving strategies like meditation and a balanced diet filled with entertainment and fun to lead a stress-free life.

Krithika and Rajam (2018) studied the occupational stresses faced by women teachers in an educational institution, which revealed that 'occupational stress' can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Moreover, job stress can lead to individuals' poor health.

According to research work conducted by Swathi and Reddy (2016) on the causes of work-related stress, women struggling to balance household- and office-related requirements was highlighted. The study has even indicated increasing health problems because of work pressure. Sai Lakshmi and Hema, S. (2016) tried to understand the consequences of stress in women's life. This research suggests various techniques for reducing stress related to office and household work.

Harilal and Santhosh (2017) tried to identify and compare the level of stress experienced by homemakers and working women in the state of Kerala. The result of the study highlights that working women experience a higher degree of stress in comparison to stress and work pressure experienced by homemakers. Earlier, in 2009, Nagina Parveen, in her research on occupational stress among married and unmarried working women of Hyderabad city, also highlighted that the level of work pressure among working women is much higher in comparison to the level of work pressure among homemakers.

SCOPE OF STUDY

The study tries to explore and confirm factors affecting work pressure among Indian working women employed in central government, state government, municipal corporation, government companies, private listed companies, private unlisted companies, NGOs, charitable trusts, and so on. Working women under various age groups, such as early 20s to retirement, as well as even after retirement, i.e. till 70 years, are covered under the scope of the research. Working women with different marital statuses, such as married, unmarried, living with a partner, divorced, separated, and widow are surveyed, to understand the most important factor leading to work pressure.

As work pressure differs across different sectors, women across different organisation sectors, like banking and other financial institutions, academics, healthcare and hospitals, hospitality, consumer service, and so on, are surveyed, to get appropriate results. Responses are collected from working women across different positions, like general managers, senior managers, junior managers, analysts, officers, departmental heads, and so on, with varying salary and number of years of experience.

RESEARCH OBJECTIVES

- To explore factors affecting work pressure among working women in India.
- To confirm factors affecting work pressure among working women in India, applying confirmatory factor analysis.
- To frame a structural equation model for explored and confirmed factors affecting work pressure among working women in India.

RESEARCH METHODOLOGY

The research methodology proposes to explore and confirm factors affecting work pressure among working women in India. This study is exploratory in nature. It proposes to collect primary data through a structured questionnaire. Approximately, 1,050 working women are surveyed to collect responses across different organisations in different sectors. Working women from 20 to 70 years of age are considered for the survey. Women working beyond retirement are observed to do so with the motives of maintaining their daily routines and ongoing financial benefits. Nowadays, it is common practice for women with good health who worked throughout their life to continue with their jobs, even after retirement. The respect and position that comes with being a senior at the workplace sometimes compels her to continue working. Considering this ongoing trend of working beyond retirement, working women till the age of 70 are considered for the purpose of the research.

In addition, the study is supported with secondary data collected from various relevant sources. The data is collected through a structured questionnaire. Statistical analysis software like SPSS 22 and AMOS 24 are used for analysis of the collected data. To quantify the responses, a five-point Likert scale is used, from strongly disagree marked as 1 to strongly agree marked as 5. The survey work, including a three-month time for responses, is conducted for four months, from January 2022 to April 2022, for appropriate collection of data.

RESEARCH RESULTS

In this section, we discuss the results obtained from the detailed survey. First, the demographic profile is presented, followed by the reliability analysis. This is followed by the tests for multicollinearity and validation of the model, including exploratory factor analysis, confirmatory factor analysis, and structural equation modelling (SEM).

Respondents' Demographic Profile

The main details about the respondents' demographic profile are given in Table 1.

Table 1: Respondents' Demographic Profile

Age Group	21-30	31-40	41-50	51-60	61-70	Total
Designation						
Accounts and Audit	15	19	12	12	9	67
Analyst	5	20	25	12	8	70
Assistant Faculty at college	30	20	14	5	5	74
Associate Faculty at college	0	12	11	15	34	72
Department Head	21	9	16	20	2	68
Doctor	7	14	15	18	9	63
Executive Officer	20	18	17	15	0	70
GM	28	9	12	22	2	73
JRM	4	18	18	16	8	64
Nurse	3	22	15	14	6	60
Operation Officer		25	16	17	5	63
Professionals	3	19	18	18	3	61
Principal	3	20	18	15	8	64
School Teacher	17	22	20	16	5	80
Sr. Manager	21	19	21	25	15	101
Total	**177**	**266**	**248**	**240**	**119**	**1050**
Organisation Sector						
Academics – School	20	42	38	31	13	144
Academics – College	30	32	25	20	39	146
Banking and Other Financial Institutions	54	38	53	54	12	211
Consumer Service	4	18	18	16	8	64
Corporations	20	18	17	15	0	70
Healthcare and Hospitals	10	36	30	32	15	123
Industry	36	63	49	54	29	231
Legal Institutions	3	19	18	18	3	61
Total	**177**	**266**	**248**	**240**	**119**	**1050**

Factor Analysis

One of the most important objectives of the research is to identify major factors influencing work pressure among working women. Factor analysis is conducted for the same, as shown in Table 2.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.963
Bartlett's Test of Sphericity	Approx. Chi-Square	5598.316
	df	666
	Sig.	0.000

Kaiser-Meyer-Olkin (KMO) test is conducted to examine the appropriateness of factor analysis, as it checks sampling adequacy. In this case, KMO is 0.963. This indicates that factor analysis is appropriate and acceptable.

Table 3: Communalities

	Initial	Extraction
I have too much work allotted.	1.000	.893
I need to perform repetitive and monotonous work.	1.000	.911
I don't get rest break to relax while doing work.	1.000	.885
I don't get enough time for my hobbies.	1.000	.850
I get unrealistic targets to achieve in short time.	1.000	.863
I am constantly expected to over-perform.	1.000	.865
I am unable to cope with household work along with office work.	1.000	.876
I am unable to devote sufficient time for nurturing my child.	1.000	.850
I am unable to work efficiently at home after office work.	1.000	.866
I fail to attend social gatherings with family and friends.	1.000	.833
I frequently face personal health issues, like high blood pressure and migraine.	1.000	.817
It takes too long to reach office.	1.000	.861
I don't get provision of flexi working hours at office.	1.000	.874
I need to work till late night for completion of my office work.	1.000	.844
I fall short of time in achieving my targets.	1.000	.852

	Initial	Extraction
I don't get leaves as and when required.	1.000	.828
There is no provision for festival related holidays.	1.000	.931
There is no provision for transportation.	1.000	.810
I am not satisfied with the incentive structure of the organisation.	1.000	.838
My job profile is missing job enrichment.	1.000	.849
It takes too long to get promotions.	1.000	.863
Promotions are irrespective of performance.	1.000	.847
Salary increments do not stand at par with the rise in inflation.	1.000	.853
I get promotion on time.	1.000	.872
I get adequate support from the top management.	1.000	.886
My organisation has an appropriate grievance handling system.	1.000	.841
Good bonding among the staff and superiors is observed.	1.000	.846
There is integrity in communication throughout the organisation.	1.000	.844

	Initial	Extraction
The organisation offers a conducive work environment.	1.000	.877
My views and opinions are considered by my superior.	1.000	.873
I have not witnessed any organisational conflict during my tenure.	1.000	.802
I need to attend target deadlines on time, irrespective of any critical issues.	1.000	.811
I don't get sufficient time to complete my work.	1.000	.866
I need to do overtime on a daily basis.	1.000	.845
I feel overloaded with unending work.	1.000	.867
I am unable to sleep adequately as my mind is occupied with work.	1.000	.904
My work leads to headache and other health issues.	1.000	.890

Extraction Method: Principal Component Analysis.

Total Variance Explained SPSS has converted 37 original variables into six factors. Only six factors with eigenvalue greater than one are retained.

Table 4: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	27.883	75.358	75.358	27.883	75.358	75.358	21.365
2	1.514	4.092	79.450	1.514	4.092	79.450	21.269
3	.723	1.954	81.404	.723	1.954	81.404	23.223
4	.670	1.812	83.216	.670	1.812	83.216	18.363
5	.505	1.365	84.581	.505	1.365	84.581	16.611
6	.490	1.324	85.905	.490	1.324	85.905	12.877
7	.435	1.176	87.081				
8	.374	1.012	88.093				
9	.344	.929	89.022				
10	.332	.897	89.920				
11	.280	.756	90.675				
12	.268	.724	91.399				
13	.248	.669	92.068				
14	.238	.644	92.712				

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
16	.212	.572	93.874				
17	.202	.547	94.421				
18	.193	.522	94.943				
19	.173	.468	95.410				
20	.169	.457	95.868				
21	.155	.418	96.285				
22	.148	.401	96.687				
23	.137	.370	97.057				
24	.129	.348	97.405				
25	.120	.324	97.728				
26	.115	.310	98.039				
27	.100	.272	98.310				
28	.091	.246	98.556				
29	.083	.226	98.782				
30	.078	.211	98.992				
31	.070	.188	99.181				
32	.069	.187	99.368				
33	.067	.182	99.550				
34	.052	.142	99.692				
35	.045	.123	99.815				
36	.040	.108	99.922				
37	.029	.078	100.000				

Extraction Method: Principal Component Analysis.

Table 5: Component Correlation Matrix

Component	1	2	3	4	5	6
Work stress	1.000	.637	.728	.656	.565	.522
Work-life balance	.637	1.000	.767	.652	.653	.531
Time and distance pressure	.728	.767	1.000	.676	.623	.521
Performance appraisal	.656	.652	.676	1.000	.557	.535
Organisation work culture	.565	.653	.623	.557	1.000	.535
Work pressure	.522	.531	.521	.535	.535	1.000

Extraction Method: Principal Component Analysis.

Rotation Method: Promax with Kaiser Normalisation.

Thus, the most important factors affecting work pressure, as per exploratory factor analysis, are: work stress, work-life balance, time and distance pressure, performance appraisal, and organisation work culture.

Construct Reliability Test

To test the reliability of the constructs, Cronbach's alpha of each construct is computed. It has been found that the value of each Cronbach's alpha relating to each construct is more than 0.9. Thus, the result confirms that constructs so developed are highly reliable (Hair, 1992). The results are shown in Table 6 and 7.

Table 6: Reliability Statistics

Construct	Cronbach's Alpha	Cronbach's Alpha Based on Standardised Items	N of Items
Work Stress	.959	.960	6
Work-Life Balance	.957	.957	5
Time and Distance Of Work Place	.967	.967	7
Performance Appraisal	.955	.955	6
Organisation Work Culture	.962	.962	7
Work Pressure	.959	.959	6

Table 7: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items
.991	.991	37

Computations of Average Variance Extracted (AVE), Composite Reliability (CR), and Maximum Shared Variance (MSV) for Testing of Validity

With the help of AMOS, computations of AVE, CR, and MSV are done for testing validity of constructs. Construct validity is calculated on the basis of two types of validity: convergent validity and discriminant validity. To examine the validity of each construct, estimated average variance extracted (AVE), composite reliability (CR), and maximum shared variance (MSV) of each construct (Fornell, 1981) are calculated.

As per the basic rule for convergent validity, the lowest acceptable values of AVE and CR are 0.5 and 0.7, and each MSV should be less than its corresponding AVE (Urbach, 2010). As per the analysis, all factor variables are consistent, and they are making one factor. AVE value ranges from 0.783 to 0.818 and CR value ranges from 0.956 to 0.967. Further, each value of MSV is less than the corresponding value of AVE relating to each construct. This result reconfirms the reliability of the constructs.

Discriminant validity is established (Fornell, 1988) if each item corresponding to its own construct is strongly associated with that construct and weakly related to other constructs. To test this, average variance (AV) of each construct is calculated. It is the square root of the corresponding AVE. It is observed that the values of AV are all greater than the correlation coefficients of the construct with the other constructs. This confirms that discriminant validity is established (Barclay & Smith, 1997).

HTMT analysis also represents discriminant validity. The basic rules of this validity are that the HTMT value should be less than 0.9 and AVE > MSV.

Table 8: Validity Measures

	CR	AVE	MSV	MaxR(H)	WS	TDP	OWC	WP	WLB	PA
WS	0.96	0.800	0.796	0.961	0.894					
TDP	0.967	0.808	0.781	0.968	0.824***	0.899				
OWC	0.962	0.784	0.715	0.963	0.815***	0.807***	0.885			
WP	0.96	0.799	0.721	0.961	0.874***	0.835***	0.834***	0.894		
WLB	0.957	0.818	0.745	0.959	0.847***	0.872***	0.875***	0.807***	0.904	
PA	0.956	0.783	0.781	0.957	0.801***	0.890***	0.857***	0.860***	0.860***	0.885

Table 9: HTMT Analysis

	WS	**TDP**	**OWC**	**WP**	**WLB**	**PA**
WS						
TDP	0.826					
OWC	0.819	0.81				
WP	0.88	0.84	0.834			
WLB	0.849	0.875	0.88	0.812		
PA	0.897	0.891	0.865	0.863	0.858	

Confirmatory Factor Analysis

Confirmatory factor analysis (CFA) tests whether a specified set of constructs is influencing responses in a predicted way. CFA is part of a larger analysis framework, called structural equation modelling (SEM). In the initial stage, CFA is measured by goodness-of-fit and badness-of-fit; both of these measures are supposed to be within a permissible value. The output of confirmatory factor analysis (using maximum likelihood estimation) shows that all fit indices are within excellent limits. Thus, the relative adequacy of the model fit is established appropriately.

Table 10: Model Fit Summary Relating to the CFA Research Model

Measure	Estimate	Threshold	Interpretation
CMIN	991.278	--	--
DF	607	--	--
CMIN/DF	1.633	Between 1 and 3	Excellent
CFI	0.933	> 0.95	Acceptable
SRMR	0.035	< 0.08	Excellent
RMSEA	0.077	< 0.06	Acceptable

Thus, the confirmatory factor analysis model fit is excellent. However, Hu and Bentler (1999) recommend combinations of measures. One such preferable combination is CFI > 0.95 and SRMR < 0.08. To further solidify the result analysis evidence, RMSEA < 0.06 (Gaskin, 2016) is added.
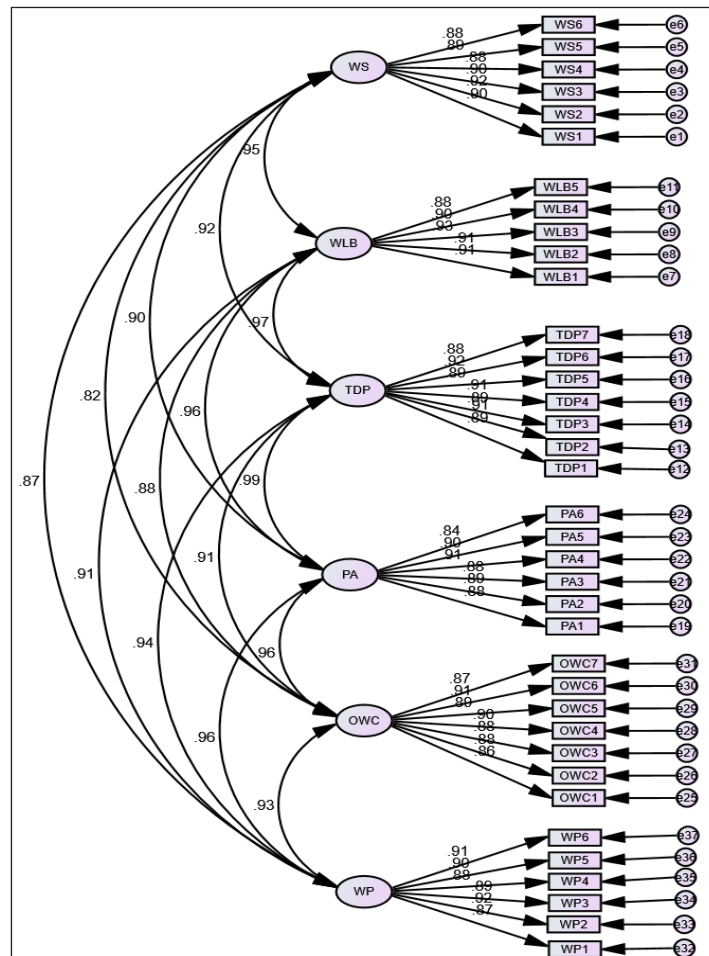
Fig. 1: Confirmatory Factor Analysis Results

Table 11 presents the construct internal correlation results. It is observed that all the factors have strong internal consistency and they are internally connected to each other.

Table 11: Correlations

Construct	WLB	WP	OWC	TDP	WS	PA
WLB	1					
WP	0.907	1				
OWC	0.875	0.934	1			
TDP	0.972	0.935	0.907	1		
WS	0.947	0.874	0.815	0.924	1	
PA	0.96	0.96	0.957	0.99	0.901	1

Table 12: Construct and Item Loading of Measurement Model

Construct/Item	Factor Loading
Work Stress	
I have too much work allotted.	0.895
I need to perform repetitive and monotonous work.	0.920
I don't get rest break to relax while doing work.	0.902
I don't get enough time for my hobbies.	0.878
I get unrealistic targets to achieve in a short time.	0.889
I am constantly expected to over-perform.	0.882
Time Distance and Place	
It takes too long to reach office.	0.906
I don't get provision of flexi-working hours at office.	0.891
I need to work till late at night for completion of my office work.	0.889
I fall short of time in achieving my targets.	0.913
I don't get leaves as and when required.	0.895
There is no provision for festival related holidays.	0.915
There is no provision for transportation.	0.883
Organisation Work Culture	
I get adequate support from the top management.	0.862
My organisation has an appropriate grievance handling system.	0.879
Good bonding among the staff and superiors is observed.	0.883
There is integrity in communication throughout the organisation.	0.896
The organisation offers a conducive work environment.	0.893
My views and opinions are considered by my superior.	0.911

Construct/Item	Factor Loading
I have not witnessed any organisational conflict during my tenure.	0.874
Work Pressure	
I need to attend target deadlines on time, irrespective of any critical issues.	0.916
I don't get sufficient time to complete my work.	0.885
I need to do overtime on a daily basis.	0.881
I feel overloaded with unending work.	0.898
I am unable to sleep adequately as my mind is occupied with work.	0.915
My work leads to headache and other health issues.	0.865
Work-Life Balance	
I am unable to cope up with household work along with office work.	0.909
I am unable to devote sufficient time for nurturing my child.	0.911
I am unable to work efficiently at home after office work.	0.910
I fail to attend social gatherings with family and friends.	0.928
I frequently face personal health issues like high blood pressure and migraine.	0.897
I am unable to cope with household work along with office work.	0.876
Performance Appraisal	
I am not satisfied with the incentive structure of the organisation.	0.885
My job profile is missing job enrichment.	0.890
It takes too long to get promotions.	0.880
Promotions are irrespective of performance.	0.907
Salary increments do not stand at par with the rise in inflation.	0.842
I get promotion on time.	0.903

CFA Model Item-Wise Calculated Loading

The CFA model calculated item-wise factor loading represents the coefficient of correlation between a variable and the factor. To assess if each variable can explain its own construct, the loading factor of each item with respect to its own construct is calculated.

The lowest permissible value of factor loading is 0.5; as per the analysis, the lowest value of factor loading is 0.862. Thus, a highly desirable result is obtained for model framing, as almost all values are in the range 0.862 to 0.928.

Table 13: Model Fit Summary Relating to the SEM Research Model

Fit Index	Estimate	Threshold	Interpretation
CMIN/DF	2.0313	Between 1 and 3	Excellent
CFI	0.901	> 0.95	Acceptable
SRMR	0.023	< 0.08	Excellent
RMSEA	0.073	< 0.06	Acceptable

Structural Equation Modelling

SEM estimates the relationship prevalent among the latent variables. Computation of different parameters has been done with the application of AMOS 22. It helps to confirm whether the structure is correct and in order, and whether the structure has been able to represent the data.

The model fit results are presented in Table 14. It shows that all fit indices are within their acceptable limits. Thus, the relative adequacy of the model fit is established.

Construct loading factor score represents the regression method used to compute scores. It is a part of regression analysis derived from structural equation modelling.

The detailed result showcasing the path analysis is presented by a model diagram (Fig. 2). The SEM model confirms and represents the four construct / factors: work-life balance, organisation work culture, time and distance of workplace, and performance appraisal, which represent work stress. Moreover, it is observed that work stress directly affects work pressure and performance appraisal affects work pressure partially.

Thus, the structural equation modelling analysis model fit is excellent. Hu and Bentler (1999) recommend combinations of measures. Preferably a combination of CFI > 0.95 and SRMR < 0.08. To further solidify evidence, add the RMSEA < 0.06 (Gaskin, 2016).

Table 14: Detailed Result

	Path Coefficient (B-Value)	P-Value
WS < --TDP	0.132	***
WS < --OWC	0.162	***
WS < --WLB	0.234	***
WS < --PA	0.529	***
WP < --TDP	0.229	***
WP < --OWC	0.152	***
WP < --WLB	0.256	***
WP < --PA	0.452	***
WP < --WS	0.667	***

Notes: *$p > 0.05$; **$p < 0.01$; ***$p < 0.001$.

Table 15: Squared Multiple Correlations: R2

	Estimate R2
WS	.66
WP	.80

PATH ANALYSIS DISCUSSION

According to past research and literature review, multiple variables that affect work stress are derived. On the basis of that, some variables which totally focus on determining work pressure among working women are derived.

With the help of factor analysis, initially exploratory factor analysis is conducted and specific factors are explored. Next, the explored factor's reliability and validity are tested.

Confirmatory factor analysis is conducted to confirm the actual impact of explored factors; path analysis is conducted as well, as part of the structural equation modelling.

In the detailed analysis table, regression analysis between the factors represents the path coefficient β value, indicating regression relation, and also the impact of one independent to dependent factor. In addition, it is worth noting that in the analysis, p-value of probability is found to be highly significant.

The result shows that work-life balance issues, organisation work culture, time and distance of workplace, and performance appraisal can explain work stress to the extent of 66%, as the concerned R^2 value is 0.66. Besides, work-life balance issues, organisation work culture, time and distance of workplace, performance appraisal, and work stress can explain work pressure up to 80% as the concerned R^2 value is 0.80.

As per the analysis, among all the factors, performance appraisal has the strongest impact on work stress and time and distance of workplace has the weakest impact, since the corresponding path coefficients (β-value) are 0.529 and 0.132, respectively. Thus, the influence of performance appraisal on work pressure is appreciable, whereas the impact of organisation work culture on work pressure is significant but very weak, as the path coefficient (β-value) is 0.152.

Moreover, it is observed that there is highest influence of work stress on work pressure. It is observed that among the constructs influencing work pressure, the direct influence of work stress is more than the individual influence of work-life balance issues, organisation work culture, time and distance of workplace, and performance appraisal, since the corresponding path coefficients (β-value) of work stress

leading to work pressure is more (0.667) than that of work-life balance issues (0.256), organisation work culture (0.152), time and distance of workplace (0.229), and performance appraisal (0.423) leading to work pressure.
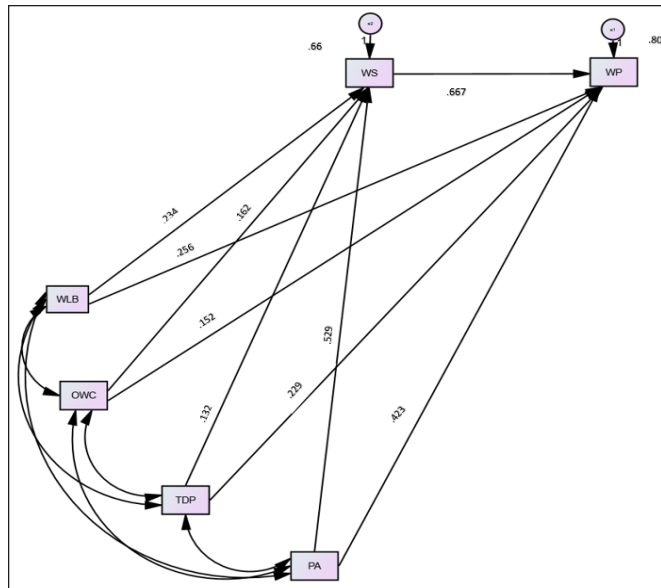

Fig. 2: Detailed Result of Path Analysis

CONCLUSION

In this study, factors affecting work pressure among working women are explored and confirmed. As per confirmatory factor analysis, work stress, work-life balance, time and distance of the workplace, performance appraisal, and organisation work culture are identified as the most important factors affecting work pressure. On further analysis, it is realised that work stress has the maximum and direct influence on work pressure. Further, the impact of performance appraisal on work pressure is found to be significant. Often, an inappropriate performance appraisal leads to dissatisfaction among employees. Specifically, in the case of female employees with the dual responsibility of handling household work as well as office work simultaneously, they get highly demoralised due to inappropriate performance appraisals, intensifying the degree of work pressure among them.

However, it is worth noting that time and distance of the workplace has the lowest impact among other factors leading to work pressure among working women. This suggests that women are career oriented and the barriers of time and distance cannot stop them from attaining their set career goals. Organisational work culture is another factor not having considerable influence over work pressure among working women. This indicates strong career growth-related determination among working women, which is not

highly influenced by a not so conducive organisation work culture.

Based on the past results, all the explored variables and factors affect work pressure. Moreover, work pressure is imposed by work stress, work-life balance issues, organisation work culture, workplace time and distance, and performance appraisal. However, according to the detailed result of path analysis, it is observed that work-life balance issues, organisation work culture, time and distance of workplace, and performance appraisal lead to work stress, and this work stress plays a mediating role, leading to work pressure. Actually, work stress directly affects and impacts work pressure.

Thus, working women should prioritise what is more important for them and then work accordingly. Further, along with career advancement, the increasing compromise and sacrifice with personal household related roles and responsibilities should be avoided. There should be a balance between office and household work, which would help them avoid work stress that may result in work pressure later. Cultivating confidence and faith in whatever work is done by the working women, along with the support of their family members, would help them win in the real sense, by performing a dual role at home and office equally efficiently and effectively.

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