

# International Journal of Research in Human Resource Management



E-ISSN: 2663-3361  
P-ISSN: 2663-3213  
IJRHRM 2025; 7(1): 209-211  
[www.humanresourcejournal.com](http://www.humanresourcejournal.com)  
Received: 09-01-2025  
Accepted: 14-02-2025

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## Impact of mentoring on employee's stress level and performance with special reference to real estate in Thane

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**DOI:** <https://www.doi.org/10.33545/26633213.2025.v7.i1c.270>

### Abstract

In today's scenario competition has become very stiff and has affected on worker stress to performance. Organisations utilize the different methodologies to decrease this worry and the performance of pressure at work. Thus companies around the world have acknowledged the benefit of mentoring. Mentoring has been a logical method and a vital part of organisation strategy. The mentoring has an optimal result for both an organization and as well for the employee. Companies have understood that mentoring are the most rewarding assets for decrease the stress. Mentoring has given an organisation an outstanding touch. Therefore a framework is necessary to be organising as to how mentoring can help the organization for lowering stress of the worker and increase their productiveness. Hence this study focuses on the impact of mentoring on employee stress and their performance in real estate in Thane.

**Keywords:** Mentoring, stress management and employee performance

### Introduction

Today whole world has become a one town where everything is accessible on fingertips. This has created competitive environment amongst the worker of different organisation. This situation has given rise to different sort of worry at different levels in any organisation. The need of the hour of any organization is to hire a good mentor who can execute different methods to decrease their pressure. But most of the organization doesn't understand the job of mentor in lessening the feeling of anxiety of employees all through chain of command and in this way expanding their productivity which would assist them with achieving the organization goals. Workers of real estate industry felt that their work is dull. Especially, the feeling of anxiety and pressure of the performance is high at work. Work life balances are not found in real estate industry. This has become a noteworthy issue in real estate industry. employee have to deal with various problems like long working hours, disappointed with various types of clients, communicating dissatisfaction due to which employee are in lot of stress and cannot perform to their full potentials. Henceforth, it is advocated to organisations in real estate industry to execute their work life balance techniques, which assist the employee to manage their personal and work life. This can be done by having versatile work hours, versatile leaves, work sharing, support work, and work from home, which help worker to invest quality energy with their family and equalization their work and family matters. Work life balance help of the employees in the organisation to decrease the stress level thereby by increase their performance level. This can be done with help of mentoring, it is suggested that mentoring or guidance to the worker must to address work-life related issues. Nature of Work life is viewed as an umbrella under which representatives are completely happy. Mentoring can be a valuable instrument for achieve the goal of the company, and for accomplishing positive results on performance of the workers.

### Objective of Study

1. To study the effectiveness of mentoring and its impact on stress level of employees
2. To study the effectiveness of mentoring on performance of employees.

**Research Methodology**

This is a descriptive and causal research with study of literature helping in the problem identification and exploring the causes of the problem and collection of in a survey with a structured questionnaire. A study was conducted Deepjyoti Group in Thane with a sample size of 100 respondents to find the satisfactory of the survey form. Sample size: Simple random sampling was used to select the respondents. Data Collection- Primary data was collected through questionnaire from the respondents of Thane.

**Hypotheses**

H01 There is no significant impact of mentoring on employee’s stress.

Ha1 There is significant impact of mentoring on employee’s stress.

H02 There is no significant impact of mentoring on the employee’s performance

Ha2 There is a significant impact of mentoring on the employee’s performance.

**Analysis**

**H1 There is no significant impact of mentoring on employee’s stress**

**Regression analysis for Mentoring and Stress**

**Table 1:** Analysis for Mentoring and Stress

Model	R	R Square	Adj. R Square	Std. Error of the Estimate
1	.879	.773	.758	.639

The current model, as examined shows a remarkably high adjusted R<sup>2</sup> (0.758).The adjusted R-squared is a modified version of R-squared for the number of predictors in a model. The adjusted R-squared is the best estimate of the degree of relationship in the basic population. The adjusted R square indicates that the model is fit at 75%.

**Table 2:** F Table for Mentoring and Stress

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	130.008	6	21.668	52.977	.000
	Residual	38.111	93	.409		
	Total	168.119	99			

From Table 2 it is observed that with a higher F value of 52.977 at Sig. value of p= 0.000 for 5% level of significance, the whole model is significant and thus stable.

**Coefficients**

**Table 3:** Coefficients Table for Mentoring and Stress

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.310	.089		3.750	.000
Mentoring help in reducing Stress related to boredom	.028	.012	.051	2.168	.004
Mentoring help in reducing Stress related Customer conflicts	.282	.046	.285	4.194	.000
Mentoring help in reducing Stress related conflicts within organisation	.163	.031	.168	3.296	.000
Mentoring help in reducing Stress related Unrealistic targets and deadline.	.135	.029	.145	3.228	.000
Mentoring help in reducing Stress related to Job ambiguity	.024	.008	.048	2.338	.003
Mentoring help in reducing Stress related to Job insecurity.	.028	.011	.048	2.340	.001

**Hypothesis Testing Results**

It was observed from the results of the Table 3. The beta coefficient for Mentoring help in reducing Stress related to boredom is. 028 and it is significant at p = 0.004. The beta coefficient for Mentoring help in reducing Stress related Customer conflicts is.282 and it is significant at p = 0.000. The beta coefficient for Mentoring help in reducing Stress related conflicts within organisation is. 163 and it is significant at p = 0.000. The beta coefficient for Mentoring help in reducing Stress related Unrealistic targets and deadline. 135 And it is significant at p = 0.000. The beta coefficient for Mentoring help in reducing Stress related to Job ambiguity is. 024 And it is significant at p = 0.003, The beta coefficient for Mentoring help in reducing Stress related to Job insecurity is.028 and it is significant at p = 0.001 a significant variable at p value <0.05.Hence the null hypothesis has to be rejected. Thus there is no significant impact of mentoring on employee’s stress.

**H02 There is no significant impact of mentoring on the employee’s performance**

**Regression analysis for Mentoring and Employee’s performance**

**Table 4:** Analysis for Mentoring and Employee’s performance

Model	R	R Square	Adj. R Square	Std. Error of the Estimate
	.916	.839	.831	.521

**Table 5:** Mentoring and Employee’s performances

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	132.743	5	26.549	97.966	.000
	Residual	25.499	94	.271		
	Total	158.242	99			

The current model, as examine shows a remarkably high adjusted R<sup>2</sup> (0.831). The adjusted R-squared is a modified version of R-squared for the number of predictors the adjusted R square indicates that the model is fit at 83%.

From Table 5 it is observed that with a higher F value of 97.966 at Sig. value of p= 0.000 for 5% level of significance, the whole model is significant and thus stable.

**Coefficients**

**Table 6:** Coefficients Table for Mentoring and Employee's performance

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.269	.059		3.276	.000
Mentoring help in Completes work in a timely, capable and reliable manner and increase performance	.124	.015	.196	7.913	.000
Mentoring help in identifying customer request and to resolve properly the concerns of customer.	.085	.025	.086	2.984	.001
Mentoring help in resolves workplace conflicts	.234	.031	.243	5.093	.000
Mentoring help in prioritizing duties and improves performances performance	.066	.018	.071	1.442	.000
Mentoring help in understanding job role with clarity and increase performance	.092	.014	.092	3.125	.000

### Hypothesis Testing Results

#### H2 There is no significant impact of mentoring on the employee's performance

It was observed from the results of the Table 6. The beta coefficient for Mentoring help in completes work in a timely, capable and reliable manner and increase performance is.124 and it is significant at  $p = 0.00$ . The beta coefficient for Mentoring helps in identifying customer request and to resolve properly the concerns of customer is.085 and it is significant at  $p = 0.001$ . The beta coefficient for Mentoring helps in resolves workplace conflicts is.234 and it is significant at  $p = 0.000$ . The beta coefficient for Mentoring help in prioritizing duties and improves performances performance is.066 and it is significant at  $p = 0.000$ . The beta coefficient for Mentoring helps in understanding job role with clarity and increase performance is.092 and it is significant at  $p = 0.000$ . Significant variable at  $p$  value  $< 0.05$ . Hence the null hypothesis has to be rejected. Thus there is no significant impact of mentoring on the employee's performance. That mean there significant impact of mentoring on the employee's performance.

### Conclusion

Mentoring is expected to develop worker productivity and to reduce the stress to deliver quality work in the organisation. Professional success and advancement are noteworthy outcomes of mentoring. In the event of no collaboration by corporation it becomes difficult to carry out mentoring program amongst the employees. Mentoring requires management backing to be effective in the organisation.

In today scenario real estate companies have become very much competitive to achieve success for the organisation performance of employee has become vital criterion This has given rise to different sort of stress at different levels in an organisation. An effective Mentoring program has a major impact on reducing stress level of employees and thereby increasing their performance.

### Limitations of the study

1. The study of Impact of mentoring on stress level of employees and its effect on the work performance has been conducted primarily in Deepjyoti Group in Thane. The data and findings might relatively differ as per the company/industry
2. The sample size is relatively small from which primary data has been collected. Hence the conclusions drawn are area specific and any generalization will need a cautious approach.

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