

Techno Womentress a Quantitative Analysis of Work Arrangements, Income Levels, and Policy Incentive

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Abstract

"This study investigates the phenomenon of Techno-Womentress (TW), technology-induced stress uniquely experienced by women in digitally intensive work environments, and its impact on women's work engagement, particularly in light of the accelerating integration of digital technologies across global workplaces. Employing a quantitative analytical framework, the research draws on the IBM HR Analytics Employee Attrition and Performance dataset, complemented by national-level economic indicators and workplace survey data from both India and Nigeria, two emerging economies undergoing rapid digital transformation. The study explores key variables including techno-womentress, income levels, policy incentives, macroeconomic indicators, work arrangements, and engagement levels, using a multi-variable regression approach to test five interrelated hypotheses. Findings confirm that higher levels of techno-womentress are significantly associated with reduced work engagement among women, largely due to persistent pressure to adapt to evolving information and communication technologies (ICTs). The psychological toll manifests through frustration, cognitive fatigue, anxiety, and declining job satisfaction, often compounded by challenges in maintaining work-life balance. The study further reveals that gendered disparities in digital access, societal expectations, and differing levels of technology self-efficacy intensifies these effects, reinforcing the intersectional nature of TW. Importantly, the analysis finds that income levels and workplace policy incentives serve as potential moderating factors. Higher income levels are associated with improved access to digital resources and support systems, which can buffer the negative impacts of TW. Similarly, well-designed organizational policies, such as those supporting digital skills training, mental health services, and flexible work arrangements, are shown to mitigate stress and promote sustained engagement. However, a comparative analysis between India and Nigeria reveals structural differences in how these moderating factors function. In India, institutional support and policy implementation are more effective in alleviating TW, whereas in Nigeria, economic instability, limited infrastructure, and weak policy execution significantly amplify stress, particularly among women in lower income brackets and remote work settings.



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The study also uncovers a significant relationship between techno womentress and macroeconomic indicators such as inflation, tax revenue, and trade openness, indicating that TW is not only a workplace concern but also a reflection of broader systemic and economic conditions. These findings underscore the necessity of context-sensitive interventions that align organizational, economic, and gender equity goals. By integrating workplace policy with macroeconomic insight, the research advances the understanding of TW as a multifaceted phenomenon and provides actionable recommendations for designing more inclusive, resilient, and supportive digital work environments in the global South and beyond."

Keywords: Techno womentress, Work Engagement, Technostress



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