

# **Impact of eLearning Perception and eLearning Advantages on eLearning for Stress Management (Mediating Role of eLearning for Corporate Training)**

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## **Abstract**

The objective of the study was to develop a model with and without the mediator comparing direct and indirect Impacts using Bootstrap (Two tailed significance results to be used), options for manufacturing, services sectors and overall and finding out the significance of the relationship. Study tried to find out the Impact of eLearning Perception and eLearning Advantages on eLearning for Stress Management with eLearning for Corporate Training as a mediator. This is a cross sectional study conducted in Pakistan. Detailed questionnaire was used to collect the data. Total sample size of 686 includes 331 from manufacturing sector and 355 from services sector. Study revealed that overall eLearning for corporate training partially mediates relationship between eLearning Perception and eLearning for stress management. However, in subgroup of manufacturing sector full mediation is observed. eLearning for corporate training partially mediates relationship between eLearning Advantages and Stress management training. Similar partial mediation is observed for subgroups of manufacturing and services sector. However in subgroup of manufacturing sector no mediation was observed.

**Key Terms:** eLearning perception, eLearning Advantages, eLearning for Corporate Training, eLearning for Stress Management.

## **Introduction**

Employees always desire to work in stress free environment in order to succeed in an organization. It is the responsibility of the management to ensure to provide enough support for the employees to overcome stress. Employers should identify the areas where the staff experiences stress and take action to reduce it. Hence, it is important to encourage employees to take stress management workshops if required. For that purpose organization take different steps to curb stress among employees or take necessary measures to manage stress among employees including:

1. Customized corporate seminars and workshops to help employees to understand the importance of stress free work environment.