

References

- [1].Abdirahman, H. I. H., Najeemdeen, I. S., Abidemi, B. T., & Ahmad, R. (2020). The relationship between job satisfaction, work-life balance and organizational commitment on employee performance. *Advances in Business Research International Journal*, 4(1), 42-52.
- [2].Adisa, T. A., Aiyenitaju, O., & Adekoya, O. D. (2021). The work–family balance of British working women during the COVID-19 pandemic. *Journal of Work-Applied Management*, 13(2), 241-260.
- [3].Adisa, T. A., Gbadamosi, G., & Osabutey, E. L. (2017). What happened to the border? The role of mobile information technology devices on employees’ work-life balance. *Personnel Review*, 46(8), 1651-1671.
- [4].Adriano, J., & Callaghan, C. W. (2020). Work-life balance, job satisfaction and retention: Turnover intentions of professionals in part-time study. *South African Journal of Economic and Management Sciences*, 23(1), 1-12.
- [5].Agarwal, P., & Kumar, R. (2022). Quality of work life and its influence on work life balance in higher education academicians.
- [6].Agarwal, S., & Lenka, U. (2015). Study on work-life balance of women entrepreneurs–review and research agenda. *Industrial and Commercial Training*, 47(7), 356-362.
- [7].Agosti, M. T., Bringsén, Å., Andersson, I., & Erlandsson, L. K. (2021). The BELE program: The development of a holistic interdisciplinary health-promoting program enhancing work-life balance among female employees working in human service organizations in Sweden. *Work*, 70(1), 135-146.
- [8]. Agrawal, S. (2023). Women domestic workers in urban informal sector: a case study of Vadodara city. *Manpower Journal*, 57.
- [9]. Agrawal, W. C. V. (2017). *Work life Balance Strategies: Progress & Problems in Indian Organizations-Specific to Raising a Child* (Doctoral dissertation, Gujarat Technical University).
- [10]. Ajonbadi, H. A., Ghoul, M., Adekoya, O. D., Mordi, C., & Chiwetu, F. (2023). Work-Life Balance Experiences in the Algerian Health Sector: A Work-Life Border Theory Perspective. In *Work-Life Balance in Africa: A Critical Approach* (pp. 243-272). Cham: Springer Nature Switzerland.

- [11]. Akanji, B., Mordi, C., & Ajonbadi, H. A. (2020). The experiences of work-life balance, stress, and coping lifestyles of female professionals: insights from a developing country. *Employee Relations: The International Journal*, 42(4), 999-1015.
- [12]. Ali, S., & Ishrat, A. (2022). WORK-LIFE BALANCE: WOMEN EMPLOYEES IN ORGANIZATION. *NeuroQuantology*, 20(9), 1417.
- [13]. ALobaid, A. M., Gosling, C. M., Khasawneh, E., McKenna, L., & Williams, B. (2020). Challenges faced by female healthcare professionals in the workforce: a scoping review. *Journal of multidisciplinary healthcare*, 681-691.
- [14]. Anagha, L. L., & Kanchan, D. P. (2019). A Study of Psychological Well-being and Work-life Balance of Female Nurses. *Indian Journal of Nursing Sciences*, 9-14.
- [15]. Archer-Brown, C., Marder, B., Calvard, T., & Kowalski, T. (2018). Hybrid social media: Employees' use of a boundary-spanning technology. *New Technology, Work and Employment*, 33(1), 74-93.
- [16]. Arif, B., & Farooqi, Y. A. (2014). Impact of work life balance on job satisfaction and organizational commitment among university teachers: A case study of University of Gujrat, Pakistan. *International journal of multidisciplinary sciences and engineering*, 5(9), 24-29.
- [17]. Aruldoss, A., Kowalski, K. B., & Parayitam, S. (2021). The relationship between quality of work life and work-life-balance mediating role of job stress, job satisfaction and job commitment: evidence from India. *Journal of Advances in Management Research*, 18(1), 36-62.
- [18]. Arwin, A., Ivone, I., Supriyanto, S., & Sari, R. A. (2021). The Effect of Work From Home on Work Life Balance and Work Stress on Female Workers. *Enrichment: Journal of Management*, 12(1), 317-320.
- [19]. Bahrami, P., Nosratabadi, S., Palouzian, K., & Hegedüs, S. (2022). Modeling the impact of mentoring on women's work-life balance: A grounded theory approach. *Administrative Sciences*, 13(1), 6.
- [20]. Bala, R. (2015). Policies Intervention for Groundwater Governance in Gujarat and Politics. *International Research Journal of Social Sciences*, 4(1), 55-58.
- [21]. Banik, S., Akter, K. M., & Molla, M. S. (2021). Impact of organizational and family support on work-life balance: An empirical research. *Business Perspective Review*, 3(2), 1-13.
- [22]. Bella, K. M. J., & Chandran, M. (2019). A Study on Work Life Balance and Challenges Faced By Working Women in IT Sector. In *National Conference On Technology*

Enabled Teaching And Learning In Higher Education, School of Management Studies, VISTAS, Chennai, India (Vol. 9, No. Special, February 2019).

- [23]. BetterYou, (2023). The Evolving Work Life Balance Trends: A Comprehensive Analysis
- [24]. Bharathi, V., & Bhattacharya, S. (2015). Work life balance of women employees in the information technology industry. *Asian Journal of Management Research, ISSN, 2229-3795.*
- [25]. Bhatt, M. B. D. (2022). The Challenges and Measures of Work-life Balance in Organized Retail Sector in India: A Study. *Vidhyayana-An International Multidisciplinary Peer-Reviewed E-Journal-ISSN 2454-8596, 7(6).*
- [26]. Bholá, D. J., & Nigade, J. (2016). Relationship between work life balance, quality of work life and quality of life of women working in service industry. *Research Gate, 15(1), 30-45.*
- [27]. Birtalan, Á. A. (2021). Flexible Working Practices in the ICT Industry in Achieving Work-Life Balance. *Studia Universitatis Babes-Bolyai-Sociologia, 66(1), 29-50.*
- [28]. Boakye, A. N., Asravor, R. K., & Essuman, J. (2023). Work-life balance as predictors of job satisfaction in the tertiary educational sector. *Cogent Business & Management, 10(1), 2162686.*
- [29]. Bouget, D., Spasova, S., & Vanhercke, B. (2016). Work-life balance measures for persons of working age with dependent relatives in Europe. *A study of national policies. Brussels: European Commission.*
- [30]. Bradley, L., McDonald, P., & Cox, S. (2023). The critical role of co-worker involvement: An extended measure of the workplace environment to support work–life balance. *Journal of Management & Organization, 29(2), 304-325.*
- [31]. Bragger, J. D., Reeves, S., Toich, M. J., Kutcher, E., Lawlor, A., Knudsen, Q. E., & Simonet, D. (2021). Meaningfulness as a predictor of work-family balance, enrichment, and conflict. *Applied Research in Quality of Life, 16, 1043-1071.*
- [32]. Braithwaite, J., Herkes, J., Ludlow, K., Testa, L., & Lamprell, G. (2017). Association between organisational and workplace cultures, and patient outcomes: systematic review. *BMJ open, 7(11), e017708.*
- [33]. Brough, P., Timms, C., Chan, X. W., Hawkes, A., & Rasmussen, L. (2020). Work–life balance: Definitions, causes, and consequences. *Handbook of socioeconomic determinants of occupational health: From macro-level to micro-level evidence, 473-487.*

- [34]. Bulut, S., Rostami, M., Bulut, S., Bukhori, B., Alitabar, S. H. S., Tariq, Z., & Zadhasn, Z. (2024). Work-Life Integration in Women's Lives: A Qualitative Study. *Psychology of Woman Journal*, 5(1), 36-42.
- [35]. Cabello, C. A. (2022). An evaluative study of business process outsources' work-life balance policies and programs among customer service associates. *International Journal of Health Sciences*, 6, 9431-9446.
- [36]. Cannizzo, F., Mauri, C., & Osbaldiston, N. (2019). Moral barriers between work/life balance policy and practice in academia. *Journal of Cultural Economy*, 12(4), 251-264.
- [37]. Cascio, W. F., & Montealegre, R. (2016). How technology is changing work and organizations. *Annual review of organizational psychology and organizational behavior*, 3(1), 349-375.
- [38]. CFI, (2015). Service Sector.
- [39]. Chakraborty, T., Gohain, D., & Saha, R. (2020). What comes in the way of engagement? Moderation analysis of stress on women marketing executives' work life balance. *International Journal of Human Resources Development and Management*, 20(3-4), 349-368.
- [40]. Chauhan, J., Mishra, G., & Bhakri, S. (2022). Career success of women: Role of family responsibilities, mentoring, and perceived organizational support. *Vision*, 26(1), 105-117.
- [41]. Chaurasia, A. R., & Kumar, C. (2018). Social, Cultural and Developmental Context of Gender Balance in Gujarat. *Social Science Spectrum*, 3(3), 154-166.
- [42]. Chawadha, V. (2022). Disparities Related Wages Among Male and Female Workers: The Study of Sector Wise in Rural India. In *Gender Equity: Challenges and Opportunities: Proceedings of 2nd International Conference of Sardar Vallabhbhai National Institute of Technology* (pp.489-496). Singapore: Springer Nature Singapore.
- [43]. Chierigato, E. (2020). A work-life balance for all? Assessing the inclusiveness of EU Directive 2019/1158. *International Journal of Comparative Labour Law and Industrial Relations*, 36(1).
- [44]. Chindarkar, N. (2017). Beyond power politics: evaluating the policy design process of rural electrification in Gujarat, India. *Public Administration and Development*, 37(1), 28-39.

- [45]. Cowdin, I. (2019). *Effects of family, communication technology advancements & schedule flexibility on employee work-life balance* (Doctoral dissertation, University of Wisconsin-Stout).
- [46]. Cusumano, M. A., Kahl, S. J., & Suarez, F. F. (2015). Services, industry evolution, and the competitive strategies of product firms. *Strategic management journal*, 36(4), 559-575.
- [47]. Dangarwala, U. R., & Rao, M. K. J. (2016). An Empirical Study about Talent Retention in Selected Educational Institutes in Gujarat. *Emerging Trends & Practices in Indian Business Environment*, 165.
- [48]. Dave, J., & Purohit, H. (2016). Work Life Balance and Perception: a conceptual framework. *The Clarion-International Multidisciplinary Journal*, 5(1), 98-104.
- [49]. Deery, M., & Jago, L. (2015). Revisiting talent management, work-life balance and retention strategies. *International Journal of Contemporary Hospitality Management*, 27(3), 453-472.
- [50]. Desai, S., Mahal, A., Sinha, T., Schellenberg, J., & Cousens, S. (2017). The effect of community health worker-led education on women's health and treatment-seeking: A cluster randomised trial and nested process evaluation in Gujarat, India. *Journal of global health*, 7(2).
- [51]. Deshpande, D. R. (2013, February). Stress Among Working Women with Special Reference to Banking, IT and Education Sector in Gujarat. In *Proceedings of "Strategies for Sustainability and Growth in Economic Downturn" at International Business Research Conference, IES Management College and Research Centre Bandra, Mumbai*.
- [52]. Deshpande, R. C., Jadhav, D., & Oomen, S. (2012). Work life balance and stress management of the employees working in public and private sector banks of Gujarat state specifically in Ahmedabad and Gandhinagar region in India. *Asian Journal of Research in Social Sciences and Humanities*, 2(9), 136-144.
- [53]. Dhas, M. D. B., & Karthikeyan, D. P. (2015). Work-life balance challenges and solutions: overview. *International Journal of Research in Humanities and Social Studies*, 12(2)002E
- [54]. Diddi, K., & Gujri, M. (2014). Organizational Role Efficacy in Indian BPO Industry with Reference to Women Human Resource. *International Journal of Modern Engineering & Management Research*, 2(2), 58-67.

- [55]. Dilmaghani, M., & Tabvuma, V. (2019). The gender gap in work–life balance satisfaction across occupations. *Gender in Management: An International Journal*, 34(5), 398-428.
- [56]. Duan, S. X., & Deng, H. (2022). Intrinsic needs and job performance in digital work: the mediating role of work-life balance. *IEEE Transactions on Engineering Management*.
- [57]. Dutton, J. (2024). Defining Work-Life Balance: Energy is the Missing Ingredient. Retrieved from <https://www.kumanu.com/defining-work-life-balance-its-history-and-future/>.
- [58]. England, P. (2017). *Households, employment, and gender: A social, economic, and demographic view*. Routledge.
- [59]. Faldu, R., JVIMS, J., & Udaykumar, T. K. (2022). Gender differences: Work Life balance of banking employees in Gujarat State in India.
- [60]. Felstead, A., & Henseke, G. (2017). Assessing the growth of remote working and its consequences for effort, well-being and work-life balance. *New Technology, Work and Employment*, 32(3), 195-212.
- [61]. Fleck, R., Cox, A. L., & Robison, R. A. (2015, April). Balancing boundaries: Using multiple devices to manage work-life balance. In *Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems* (pp. 3985-3988).
- [62]. Foster, C., Graham, M., Mann, L., Waema, T., & Friederici, N. (2018). Digital control in value chains: Challenges of connectivity for East African firms. *Economic Geography*, 94 (1), 68-86.
- [63]. Fuadiputra, I. R., & Novianti, K. R. (2020). The effect of work autonomy and workload on job satisfaction of female workers in the banking sector: mediating the role of work life balance. *The Winners*, 21(2), 85-91.
- [64]. Gangopadhyay, J., & Samanta, T. (2017). ‘Family matters’ ageing and the intergenerational social contract in urban Ahmedabad, Gujarat. *Contributions to Indian Sociology*, 51(3), 338-360.
- [65]. Ganguly, A., Ghosh, A., Das, S., & Sarkar, N. (2022). Work to Life Balance Concern among Employees Working in a Medical College and Hospital.
- [66]. Giauque, D., Anderfuhren-Biget, S., & Varone, F. (2019). Stress and turnover intents in international organizations: social support and work–life balance as resources. *The International Journal of Human Resource Management*, 30(5), 879-901.

- [67]. Guerrina, R. (2015). Socio-economic challenges to work-life balance at times of crisis. *Journal of Social Welfare and Family Law*, 37(3), 368-377.
- [68]. Gupta, C., & Rao, K. V. S. R. (2019). A conceptual framework & analysis of work-life balance challenges of women professionals in the IT Industry. *Internafional Journal of Latest Technology in Engineering, Management & Applied Science–IJLTEMAS*, 1(6), 32-37.
- [69]. Gupta, M. D. (2022). *Employment in 9 sectors rose by 2 lakh in July-Sept 2021, more women workers too: Govt report*. Retrieved 10 January 2022 from <https://theprint.in/economy/employment-in-9-sectors-rose-by-2-lakh-in-july-sept-2021-more-women-workers-too-govt-report/799912/>.
- [70]. Hakim, C. (2016). *Key issues in women's work: female diversity and the polarisation of women's employment*. Routledge-Cavendish.
- [71]. Haridasan, V., Kalavakkam, C., Nadu, T., Muthukumar, I. K., & Yohita, D. (2021). Work-life balance of women working from home during lockdown—An empirical study. *International Journal of Management (IJM)*, 12(1), 475-487.
- [72]. Hariramani, S. G. (2018). Exploration of The Problems Faced by Working Women (A Case of Ahmedabad City). *SEMCOM Management & Technology Review*.
- [73]. Hasan, Z. U., Khan, M. I., Butt, T. H., Abid, G., & Rehman, S. (2020). The balance between work and life for subjective well-being: A moderated mediation model. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(4), 127.
- [74]. Hasib, A., Singh, B., & Tanwar, V. (2022). An Assessment Women Teachers' Work-Life Balance in Higher Education Institutions. *International Journal for Global Academic & Scientific Research*, 1(4), 17-29.
- [75]. Hoffmann-Burdzińska, K., & Rutkowska, M. (2015). Work life balance as a factor influencing well-being. *Journal of Positive Management*, 6(4), 87-101.
- [76]. Hofmann, V., & Stokburger-Sauer, N. E. (2017). The impact of emotional labor on employees' work-life balance perception and commitment: A study in the hospitality industry. *International Journal of Hospitality Management*, 65, 47-58.
- [77]. Hsu, Y. Y., Bai, C. H., Yang, C. M., Huang, Y. C., Lin, T. T., & Lin, C. H. (2019). Long Hours' Effects on Work-Life Balance and Satisfaction. *BioMed research international*, 2019(1), 5046934.
- [78]. Hyland, M., Djankov, S., & Goldberg, P. K. (2020). Gendered laws and women in the workforce. *American Economic Review: Insights*, 2(4), 475-490.

- [79]. Jackson, L. T., & Fransman, E. I. (2018). Flexi work, financial well-being, work–life balance and their effects on subjective experiences of productivity and job satisfaction of females in an institution of higher learning. *South African Journal of Economic and Management Sciences*, 21(1), 1-13.
- [80]. Jadeja, A. (2015). Effect of Motivational Factors on Job Satisfaction of Higher Education Faculties: A Study on B-Schools of Gujarat (INDIA). *growth*, 5, 1-766.
- [81]. Johari, J., Yean Tan, F., & Tjik Zulkarnain, Z. I. (2018). Autonomy, workload, work-life balance and job performance among teachers. *International Journal of Educational Management*, 32(1), 107-120.
- [82]. Joseph, J. (2023). Work-Life Balance and its Socio-cultural inclination from Industry 1.0 to industry 4.0. In *Industry 4.0 and the Digital Transformation of International Business* (pp. 287-304). Singapore: Springer Nature Singapore.
- [83]. Kabeer, N. (2021). Gender equality, inclusive growth, and labour markets. In *Women's Economic Empowerment* (pp. 13-48). Routledge.
- [84]. Kakkar, J., & Bhandari, A. (2016). A Study on Work-Life Balance in the Indian Service Sector from a Gender Perspective. *IUP Journal of Organizational Behavior*, 15(1).
- [85]. Kaur, H., & Prajapati, D. (2023). An Impact of Emotional Intelligence on Work-Life Balance in IT Industry in Ahmedabad. *Journal of Strategic Human Resource Management*, 12(1), 24.
- [86]. Kaur, R., Kaur, K., & Kaur, R. (2018). Menstrual hygiene, management, and waste disposal: practices and challenges faced by girls/women of developing countries. *Journal of environmental and public health*, 2018(1), 1730964.
- [87]. Kelliher, C., Richardson, J., & Boiarintseva, G. (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. *Human resource management journal*, 29(2), 97-112.
- [88]. Khan, S., Thomas, G., Kunbhar, B. A., & Mohamed, N. H. M. (2022). Impact of Work–Life Balance on Working Women in the Banking Sector. *Administrative Sciences*, 13(1), 7.
- [89]. Ko, M. C. (2024). The Structural relationship of family-friendly policies, work-life balance, and employee's subjective wellbeing: Focusing on the categorization of family-friendly policies based on the Job Demands-Resources (JD-R) Model. *Review of Public Personnel Administration*, 44(2), 377-409.
- [90]. Kohll, A. (2021). The Evolving Definition of Work-Life Balance.

- [91]. Köse, S., Baykal, B., & Bayat, İ. K. (2021). Mediator role of resilience in the relationship between social support and work life balance. *Australian Journal of Psychology*, 73(3), 316-325.
- [92]. Krishna, D. G. R., & Lakshmypriya, K. (2016). Work Life Balance and Implications Of Spill Over Theory–A Study on Women Entrepreneurs. *International Journal of Research in IT and Management*, 6(6), 96-109.
- [93]. Krishnakumar, S. (2020). Changing perception towards varying roles of working women in Indian rural society.
- [94]. Krishnan, R., Loon, K. W., & Tan, N. Z. (2018). The effects of job satisfaction and work-life balance on employee task performance. *International Journal of Academic Research in Business and Social Sciences*, 8(3), 652-662.
- [95]. Kulkarni, V. (2018). Job Related Factors Affecting Achievement Motivation of Employees in Information Technology, Hospitality and Telecom Sectors in Gujarat. *GH Patel Postgraduate Institute of Business Management*, 209, 67.
- [96]. Kumar, I. V., & Das, V. T. (2023) Role of Emotional Intelligence in Balancing Work Life Among Women Information Technology Employees.
- [97]. Kumari, K. T., & Devi, V. R. (2015). A study on work–life balance of women employees in selected service sectors. *Pacific business review international*, 7(10), 17-23.
- [98]. Kuralová, K., Zychová, K., Stanislavská, L. K., Pilařová, L., & Pilař, L. (2024). Work-life balance Twitter insights: A social media analysis before and after COVID-19 pandemic. *Heliyon*, 10(13).
- [99]. Lahoti, R., & Swaminathan, H. (2016). Economic development and women's labor force participation in India. *Feminist Economics*, 22(2), 168-195.
- [100]. Lai, Q., & Lee, G. (2023). RETRACTED: An Exploratory Study of the Intrinsic Mechanisms of Occupational Stigma Consciousness, Career Development, and Work–Life Balance among Female Leaders. *Sustainability*, 15(22), 15945.
- [101]. Lester, J. (2015). Cultures of work–life balance in higher education: A case of fragmentation. *Journal of Diversity in Higher Education*, 8(3), 139.
- [102]. Leung, L., & Zhang, R. (2017). Mapping ICT use at home and telecommuting practices: A perspective from work/family border theory. *Telematics and Informatics*, 34(1), 385-396.
- [103]. Lewis, S., & Beauregard, T. A. (2018). The meanings of work-life balance: A cultural perspective.

- [104]. Liu, T., Gao, J., Zhu, M., & Jin, S. (2021). Women's work-life balance in hospitality: Examining its impact on organizational commitment. *Frontiers in Psychology, 12*, 625550.
- [105]. Lyons, E., & Zhang, L. (2023). Female Entrepreneurs, Digital Tools, and Work-Life Balance: Evidence from Small Businesses around the World. *Digital Tools, and Work-Life Balance: Evidence from Small Businesses around the World (August 7, 2023)*.
- [106]. Mahajan, S., & Guleria, N. (2023). Tech-Life balance is a new work-life balance of current digital society. *Journal of the Asiatic society of Mumbai, 95*, 43.
- [107]. Mahambare, V., Dhanaraj, S., & Sharma, S. (2021). *Do young Indian women work? Gujarat tops single working women, among lowest in married*.
- [108]. Manasa, K. V. L., & Showry, M. (2018). The Impact of Work-Life Balance Practices on Women Employees in the IT Sector. *IUP Journal of Soft Skills, 12*(3).
- [109]. Mehta, H. (2015). A Study on Work Life Balance of Employees & its Impact on the Performance of Employees. *Global Journal for Research Analysis, 4*.
- [110]. Modi, V. A. (2015). A Study of Women Employees 'Potential in Service Sector with special reference to Gujarat State, India.
- [111]. Moen, P., Kelly, E. L., Fan, W., Lee, S. R., Almeida, D., Kossek, E. E., & Buxton, O. M. (2016). Does a flexibility/support organizational initiative improve high-tech employees' well-being? Evidence from the work, family, and health network. *American Sociological Review, 81*(1), 134-164.
- [112]. Mohanty, A., & Jena, L. K. (2016). Work-life balance challenges for Indian employees: Socio-cultural implications and strategies. *Journal of Human Resource and Sustainability Studies, 4*(1), 15-21.
- [113]. Morgan, N., & Pritchard, A. (2019). Gender Matters in Hospitality (invited paper for 'luminaries' special issue of International Journal of Hospitality Management). *International Journal of Hospitality Management, 76*, 38-44.
- [114]. Muyingo, R.I., Mpoza, A., & Kasadha, J. (2020). Coronavirus in the era of digital connectivity: Opportunities and challenges. *Journal of Public Affairs, 20* (4), e2246.
- [115]. Nadhiya, A. L. F., & Sareena Umma, M. A. G. (2022). Work-life balance and job satisfaction: Study among the academics of South Eastern University of Sri Lanka.
- [116]. Nam, T. (2014). Technology use and work-life balance. *Applied Research in Quality of Life, 9*, 1017-1040.
- [117]. Naseem, R., Faiz, R., & Asad, H. (2020). Investigating Work-Life Balance among Female Academics. *Journal of Research & Reflections in Education (JRRE), 14*(1).

- [118]. Nikore, M. (2019). *Where are India's working women?*
- [119]. Ninaus, K., Diehl, S., & Terlutter, R. (2021). Employee perceptions of information and communication technologies in work life, perceived burnout, job satisfaction and the role of work-family balance. *Journal of Business Research*, 136, 652-666.
- [120]. Nirmala, (2021). Theories of Work-Life balance.
- [121]. Oludayo, O. A., Falola, H. O., Obianuju, A., & Demilade, F. (2018). Work-Life Balance Initiative As A Predictor Of Employees'behavioural Outcomes. *Academy of Strategic Management Journal*, 17(1), 1-17.
- [122]. Onyeka, N. F. (2022). *Exploring Female Perspectives of Work-Life Balance and the Role of Organizational Culture* (Doctoral dissertation, Capella University).
- [123]. Oosthuizen, R. M., Coetzee, M., & Munro, Z. (2016). Work-life balance, job satisfaction and turnover intention amongst information technology employees. *Southern African Business Review*, 20(1), 446-467.
- [124]. Oyewobi, L. O., Oke, A. E., Adeneye, T. D., & Jimoh, R. A. (2019). Influence of organizational commitment on work–life balance and organizational performance of female construction professionals. *Engineering, Construction and Architectural Management*, 26(10), 2243-2263.
- [125]. Oyewobi, L. O., Oke, A. E., Adeneye, T. D., Jimoh, R. A., & Windapo, A. O. (2022). Impact of work–life policies on organizational commitment of construction professionals: role of work–life balance. *International Journal of Construction Management*, 22(10), 1795-1805.
- [126]. Pal, S., Sinha, N., & Pathak, S. (2020). Work life Balance of Millennial Dual Career Couples and its Impact on Organizational Culture: An Explorative Study in Textile Sector of Gujarat. *TEST, Engineering & Management*, 83, 9378-9388.
- [127]. Panda, S. (2018). Constraints faced by women entrepreneurs in developing countries: review and ranking. *Gender in Management: An International Journal*, 33(4), 315-331.
- [128]. Pandya, C., & Manavadariya, M. (2022). LIS Professionals' Stress, Workload and Job Satisfaction Level in Private Educational Institutes of Gujarat. *Journal of Indian Library Association Now Available at <https://journal.ilaindia.net/>*, 57(1), 119-133.
- [129]. Pareek, P., & Bagrecha, C. (2017). A thematic analysis of the challenges and work-life balance of women entrepreneurs working in small-scale industries. *Vision*, 21(4), 461-472.

- [130]. Parveen, K. S., Chatterjee, S., & Wadhwa, M. (2021). A Cross Section Study to Assess Factor Affecting the Work Life Balance of the Female Healthcare Professionals in the Private Hospitals of Vadodara–India. *Journal of Pharmaceutical Research International*, 33(59B), 753-758.
- [131]. Pasamar, S., & Alegre, J. (2015). Adoption and use of work-life initiatives: Looking at the influence of institutional pressures and gender. *European Management Journal*, 33(3), 214-224.
- [132]. Patel, H. K., & Patel, A. A. (2022). An Impact of Work Life Balance of Women Employees: An Emperical Study of Selected Manufacturing Units in Vadodara. *International Journal of Innovative Research in Engineering & Management*, 9(3), 123-129.
- [133]. Patil, M. R. R. (2018). Factors Influencing Women’s Decision to Work: A Service Sector Wise Analysis of Kolhapur. *RESEARCH JOURNEY*, 52.
- [134]. Payne, J., Cluff, L., Lang, J., Matson-Koffman, D., & Morgan-Lopez, A. (2018). Elements of a workplace culture of health, perceived organizational support for health, and lifestyle risk. *American Journal of Health Promotion*, 32(7), 1555-1567.
- [135]. Perrone, L., Vickers, M. H., & Jackson, D. (2015). Financial independence as an alternative to work. *Employee Responsibilities and Rights Journal*, 27, 195-211.
- [136]. Phillips, J., Hustedde, C., Bjorkman, S., Prasad, R., Sola, O., Wendling, A., ... & Paladine, H. (2016). Rural women family physicians: strategies for successful work-life balance. *The Annals of Family Medicine*, 14(3), 244-251.
- [137]. Pooja., Vidyavathi B., Kulkarni., & Mamata P. (2016). Work Life Balance Policies, Practices and Its Impact on Organizational Performance. *International Journal of Latest Technology in Engineering, Management & Applied Science (IJLTEMAS)*, 2016(V), 2278-2540.
- [138]. Pradhan, R. K., Jena, L. K., & Kumari, I. G. (2016). Effect of work–life balance on organizational citizenship behaviour: Role of organizational commitment. *Global Business Review*, 17(3_suppl), 15S-29S.
- [139]. Rahman, M. F. (2019). Impact of flexible work arrangements on job satisfaction among the female teachers in the higher education sector. *European Journal of Business and Management*, 11.
- [140]. Randstad, (2023). The evolution of work-life balance.

- [141]. Rani, T. J., & Priya, D. V. K. (2022). The Role of Human Resource Policies on Work Life Balance Among Information Technology Sector of Women Professionals. *Journal of Information and Organizational Sciences*, 46(1), 255-266.
- [142]. Rao, M. T. (2017). Work life balance among the employees in information technology sector—a sociological perspective. *Medico Research Chronicles*, 4(05), 539-544.
- [143]. Rathee, R., & Bhuntel, M. R. (2018). Factors affecting work life balance of women in education sector. *International Journal of Social Science and Economic Research*, 3(3), 830-57.
- [144]. Rathod, N., & Devi, G. (2019). SHG: a reliable expedient for socio-economic empowerment of tribal women farmers in Gujarat. *Gujarat J. Exten. Edu*, 30(1), 27-33.
- [145]. Riforgiate, S. E., & Kramer, M. W. (2021). The nonprofit assimilation process and work-life balance. *Sustainability*, 13(11), 5993.
- [146]. Riyono, B., & Rezki, G. (2022). Burnout among working mothers: The role of work-life balance and perceived organizational support. *Humanitas: Indonesian Psychological Journal*, 109-121.
- [147]. Robak, E. (2017). Expectations of generation Y connected with shaping the work-life balance. The case of Poland. *Oeconomia copernicana*, 8(4), 569-584.
- [148]. Russo, M., Shteigman, A., & Carmeli, A. (2016). Workplace and family support and work–life balance: Implications for individual psychological availability and energy at work. *The Journal of Positive Psychology*, 11(2), 173-188.
- [149]. Ryan, A. M., & Briggs, C. Q. (2019). Improving work-life policy and practice with an intersectionality lens. *Equality, Diversity and Inclusion: An International Journal*, 39(5), 533-547.
- [150]. Sachdeva, S., Kaur, P., Aggarwal, L., Jain, T., & Deswal, P. (2022, April). Insights of Work-life Balance from Women’s Perspective. In *Gender Equity: Challenges and Opportunities: Proceedings of 2nd International Conference of Sardar Vallabhbhai National Institute of Technology* (pp. 427-440). Singapore: Springer Nature Singapore.
- [151]. Schnettler, B., Miranda-Zapata, E., Lobos, G., Saracosti, M., Denegri, M., Lapo, M., & Hueche, C. (2018). The mediating role of family and food-related life satisfaction in the relationships between family support, parent work-life balance and adolescent life satisfaction in dual-earner families. *International journal of environmental research and public health*, 15(11), 2549.

- [152]. Selvakumar, M., Mahesh, N. M., Sathyalakshmi, V., & Iswarya, M. (2016). WLB of Women Employees of Commercial Banks in Sivakasi, Tamil Nadu. *Asian Journal of Managerial Science*, 5(1), 17-29.
- [153]. Serviss, M. (2020). *An Exploratory Study into variations in Work-Life Balance between different Generations for Employees in the Irish Financial Services Sector* (Doctoral dissertation, Dublin, National College of Ireland).
- [154]. Shabir, S., & Gani, A. (2020). Impact of work–life balance on organizational commitment of women health-care workers: Structural modeling approach. *International Journal of Organizational Analysis*, 28(4), 917-939.
- [155]. Shagvaliyeva, S., & Yazdanifard, R. (2014). Impact of flexible working hours on work-life balance. *American Journal of Industrial and Business Management*, 2014.
- [156]. Shah, H., Khasgiwala, V. (2024). Navigating Work-Life Balance: Challenges and Strategies for Working Women in Ahmedabad. *Juni Khyat*, 14(6), 83.
- [157]. Shah, H., Khasgiwala, V. (2024). Work-Life Balance for Working Women: A Tightrope Walk. *Juni Khyat*, 14(4), 43.
- [158]. Shanafelt, T. D., Hasan, O., Dyrbye, L. N., Sinsky, C., Satele, D., Sloan, J., & West, C. P. (2015, December). Changes in burnout and satisfaction with work-life balance in physicians and the general US working population between 2011 and 2014. In *Mayo clinic proceedings* (Vol. 90, No. 12, pp. 1600-1613). Elsevier.
- [159]. Sharma, I., & Sudhesh, N. T. (2018). Social media and work-life balance among corporate employees. *International Journal of Education and Management Studies*, 8(1), 65-70.
- [160]. Shifrin, N. V., & Michel, J. S. (2022). Flexible work arrangements and employee health: A meta-analytic review. *Work & Stress*, 36(1), 60-85.
- [161]. Shouman, L., Vidal-Suñé, A., & Alarcón Alarcón, A. (2022). Impact of work-life balance on firm innovativeness: The different strategies used by male and female bosses. *Administrative Sciences*, 12(3), 115.
- [162]. Shukla, P., Vyas, P. H., & Pandya, M. N. (2020). An empirical study on actual experience of selected social media users in Vadodara city of Gujarat state. *NMIMS Journal of Economics and Public Policy*, 5(4), 61-87.
- [163]. Singh, J., Nakave, P., & Shah, B. (2022). An Empirical Study on the Impact of COVID-19 on Work-Life Balance of Teaching Employees in Higher Education Sector of Vadodara (India). *International Journal of Creative Research Thoughts (IJCRT)*, ISSN, 2320-2882.

- [164]. Singh, L. P., & Jena, A. B. (2020). Remote working and its implications on work life balance of women employees.
- [165]. Sinha, A. K., Pandya, A. K., & Pingle, S. (2020). Occupational Stress among Medical Practitioners in Gandhinagar City, Gujarat: A Cross-sectional Study. *Journal of Comprehensive Health*, 8(2).
- [166]. Sirgy, M. J., & Lee, D. J. (2018). Work-life balance: An integrative review. *Applied Research in Quality of Life*, 13, 229-254.
- [167]. Solanki, S., & Mandaviya, M. (2021). Does gender matter? Job stress, work-life balance, health and job satisfaction among University Teachers in India. *Journal of International Women's Studies*
- [168]. Soral, A., Ramchandani, M., & Chowdhary, S. (2024). Proactivity, Work-Life Balance And Learning Orientation Of Women Faculties Working In Women Colleges. *Educational Administration: Theory and Practice*, 30(5), 10006-10010.
- [169]. Srimulyani, V. A., & Hermanto, Y. B. (2022). Work-Life balance before and during work from home in a Covid-19 pandemic situation. *Jurnal Manajemen Indonesia*, 22(1), 31-46.
- [170]. Stankevičienė, A., Tamaševičius, V., Diskienė, D., Grakauskas, Ž., & Rudinskaja, L. (2021). The mediating effect of work-life balance on the relationship between work culture and employee well-being. *Journal of Business Economics and Management*, 22(4), 988-1007.
- [171]. Subramaniam, A. G., Overton, B. J., & Maniam, C. B. (2015). Flexible working arrangements, work life balance and women in Malaysia. *International Journal of Social Science and Humanity*, 5(1), 34.
- [172]. Suganya, K. (2019). *The Factors Affecting Work Life Balance among Post Graduate Students in Eastern Province, Sri Lanka*.
- [173]. Susanto, P., Hoque, M. E., Jannat, T., Emely, B., Zona, M. A., & Islam, M. A. (2022). Work-life balance, job satisfaction, and job performance of SMEs employees: The moderating role of family-supportive supervisor behaviors. *Frontiers in Psychology*, 13, 906876.
- [174]. Tamunomiebi, M. D., & Oyibo, C. (2020). Work-life balance and employee performance: A literature review. *European Journal of Business and Management Research*, 5(2).
- [175]. Team, M. S. (2023, August 31). Work life balance - definition, importance, steps & example. MBA Skool.

- [176]. Terefe, H. (2021). *An Assessment of Employee Recognition Practices and Their Effects on Employees' motivation In Lion International Bank* (Doctoral dissertation, St. Mary's University).
- [177]. Thomas, M. (2022). *What Does Work-Life Balance Even Mean?*
- [178]. Thrasher, G. R., Wynne, K., Baltes, B., & Bramble, R. (2022). The intersectional effect of age and gender on the work–life balance of managers. *Journal of Managerial Psychology*, 37(7), 683-696.
- [179]. Timms, C., Brough, P., O'Driscoll, M., Kalliath, T., Siu, O. L., Sit, C., & Lo, D. (2015). Flexible work arrangements, work engagement, turnover intentions and psychological health. *Asia Pacific Journal of Human Resources*, 53(1), 83-103.
- [180]. Toffoletti, K., & Starr, K. (2016). Women academics and work–life balance: Gendered discourses of work and care. *Gender, Work & Organization*, 23(5), 489-504.
- [181]. Tuğsal, T. (2020). The mediator role of social support amid work-life balance and burnout of employees'in the context of coronavirus pandemic precautions and social isolation. *Beykent Üniversitesi Sosyal Bilimler Dergisi*, 13(1), 6-18.
- [182]. Turan, G. B., Koç, Ö., & Ersöğütçü, F. (2023). Examination of Female Healthcare Professionals' Work-Family Life Balance and Burnout Within the COVID-19 Period. *Online Turkish Journal of Health Sciences*, 8(2), 175-184.
- [183]. Tushman, M. L., & Anderson, P. (2018). Technological discontinuities and organizational environments. In *Organizational innovation* (pp. 345-372). Routledge.
- [184]. Udaykumar, M. T. K. (2023). *A study of work-life balance of employees working in banking sector in Gujarat state* (doctoral dissertation, gujarat technological university Ahmedabad).
- [185]. Udaykumar, T. K., Faldu, R., & JVIMS, J. (2022). Gender differences: Work Life balance of banking employees in Gujarat State in India.
- [186]. Uddin, M., Ali, K. B., Khan, M. A., & Ahmad, A. (2023). Supervisory and co-worker support on the work-life balance of working women in the banking sector: A developing country perspective. *Journal of family Studies*, 29(1), 306-326.
- [187]. Vekariya, D. C., & Pathak, A. (2024). A Study on Job Satisfaction of Employees at Tenacious Techies, Surat.
- [188]. Venkataraman, A., & Venkataraman, A. (2021). Lockdown & me...!! Reflections of working women during the lockdown in Vadodara, Gujarat-Western India. *Gender, Work & Organization*, 28, 289-306.

- [189]. Verick, S. (2018). Female labor force participation and development. IZA World of Labor.
- [190]. Vyas, A., & Shrivastava, D. (2017). Factors affecting work life balance-a review. *Pacific Business Review International*, 9(7), 194-200.
- [191]. Wang, Q., & Gong, Z. (2023, March). Risk Assessment of Prefabricated Buildings Based on Factor Analysis via SPSS: The Case of Qinghai Province. In *Proceedings of the 2nd International Conference on Information, Control and Automation, ICICA 2022, December 2-4, 2022, Chongqing, China*.
- [192]. Wong, P. Y., Bandar, N. F. A., & Saili, J. (2017). Workplace factors and work-life balance among employees in selected services sector. *International Journal of Business & Society*, 18.
- [193]. Wu, T., & Chang, P. C. (2020). The impact of work–family programs on work–family facilitation and role performance: the dual moderating effect of gender. *Asia Pacific Journal of Human Resources*, 58(1), 46-65.
- [194]. Yadav, S. (2017). Employment, Production and Working Conditions in MSMEs after Economic Reforms: India and Gujarat. *Journal of Regional Development and Planning*, 6(2), 53.
- [195]. Yerkes, M. A., Besamusca, J., van der Zwan, R., André, S., Remery, C., & Peeters, I. (2024). Gender inequality in work location, childcare and work-life balance: Phase-specific differences throughout the COVID-19 pandemic. *PloS one*, 19(6), e0302633.
- [196]. Yildirim, D., & Darican, Ş. (2024). The effect of perceived social support on work-life balance and work engagement: A case of banking sector. *Journal of Administrative Sciences/Çanakkale Onsekiz Mart Üniversitesi Yönetim Bilimleri Dergisi*, 22(52).
- [197]. Zala, N., & Patel, R. (2020). Problems encountered by rural women entrepreneurs of Ahmedabad District. *International Journal of Academic Research and Development*, 5(5), 65-68.
- [198]. Zheng, C., Molineux, J., Mirshekary, S., & Scarparo, S. (2015). Developing individual and organisational work-life balance strategies to improve employee health and wellbeing. *Employee relations*, 37(3), 354-379.