

FINDINGS, RECOMMENDATIONS AND CONCLUSIONS

5.1 Introduction

This chapter presents key findings from a research study on the WLB of female employees in a few selected service businesses in Gujarat's main cities. It assesses the impact of the aforementioned issues on the personal and professional lives of working women by taking into consideration the numerous characteristics that influence WLB. The study identifies some of the main links between factors in FO, Balance, Happiness, WBH, TDS, and SMU, as well as their effects on WS, WES, PLS, and SL.

The findings section covers the results of hypothesis testing and highlights key variables that influence WLB among female employees. These observations serve as the foundation for follow-up recommendations, which aim to improve WLB through targeted interventions at the organizational and individual levels. These are knowledgeable recommendations that explicitly address the problems that women experience in the workplace and offer practical solutions to improve their job satisfaction and overall well-being.

The study's conclusions are based on a thorough assessment of the current state of WLB among women working in the selected service industry. This chapter reviews the key findings and suggests how they could influence future research, organizational practices, and policy decisions. This chapter summarizes the study's contributions to the body of knowledge on WLB and provides guidelines for any future initiatives aimed at assisting female employees in striking a good balance between their personal and professional lives.

5.2 Findings of the study

5.2.1 Frequency Distribution

Demographic Factors

The study sample is of working female in service sector. The majority of respondents are in their early to mid-career phases, with 39.5% aged 21-30 and 33.3% aged 31-40. This age distribution may impact career progression, work satisfaction, and WLB, which can vary

significantly throughout career stages. The majority of respondents are in the early to mid-phases of their professions.

The sample was evenly split between single (48.7%) and married (51.3%), with no subjects reporting divorced or widowed. This provides a fresh perspective on how marital status affects WLB, as both married and unmarried individuals discuss their obstacles and how they overcame them. However, the absence of divorced or widowed respondents may limit the investigation.

Educational qualifications were high, with 39.8% having a Bachelor's degree or a Master's degree, 40.4% having a Master's degree, 6.4% having a Doctorate, 2.9% having Matriculation or High School, and 4.3% having professional qualifications. This high level of education indicates the sample is generally well-educated, which may influence their expectations and experiences with the work environment and WLB.

The IT industry dominates with 36.0%, followed by Banking and Finance with 34.4%, pharma (10.4%), and education (10.1%). High-pressure work situations are prevalent in these industries, which may influence WLB findings. The majority of respondents have one or two children (41.2%), while a smaller minority has no children (11.6%) or more than two (9.5%). Balancing job and parental duties is a significant factor influencing WLB, with the difficulty of managing job and family life likely dominating the conclusions.

The study found that 66.7 percent of respondents lived in nuclear families, while 33.3% lived in joint families. This may influence WLB experiences, as nuclear families differ in dynamics and support systems from joint families. The respondents were distributed across four major cities in Gujarat: Vadodara (13.2%), Ahmedabad (44.4%), Surat (32.2%), and Rajkot (10.2%), providing a comprehensive view of WLB experiences across different metropolitan areas and regional influences on WLB.

The majority of respondents work 5 or 6 days a week, with 37.7% and 38.1% working less than 5 days a week. The number of hours worked varies, with 41.0% working 6-8 hours, 32.5% 8-10 hours, and 12.4% more than 10 hours. Only 14.1% work 3-5 hours per day. These rigorous work schedules may cause work-life imbalance. Respondents' satisfaction with working hours is extremely poor, with 37.1% frequently missing quality time with family or friends due to job obligations, and 34.8% always missing such time. This suggests work demands strongly influence personal life and could be a potential WLB concern.

The study found that 42.7% of respondents were unaware of WLB policies in their organizations, while 36.9% said no such policy existed. Only 20.5% acknowledged their organization's WLB policy, suggesting potential organizational weakness. When asked if WLB policies would improve productivity, 68.3% said no, indicating doubt about the measures' effectiveness, possibly due to widespread opinions that WLB programs are failing to address employee issues.

A survey revealed that 70% of respondents struggle to balance their jobs and personal lives, with 38.5% experiencing fatigue or depression due to their jobs. This suggests work-related stress negatively impacts personal well-being. Social networking applications were widely used, with Facebook, Snapchat, and Instagram being the most popular. The majority of respondents spend 2-3 hours daily on social media, highlighting the importance of digital connectivity in everyday life. This high participation could potentially impact WLB and productivity.

Work Satisfaction

The survey results reveal that a majority of respondents expressed gratitude for work, with 61.1% agreeing and 23.8% being happy about going to work daily. However, 10.6% disagreed, suggesting a potential issue with employee motivation and engagement. 58.6% agreed that employers provide appropriate professional development opportunities, while 10.8% disagreed, suggesting room for improvement in giving and conveying growth possibilities.

57.8% agreed that their contributions are recognized, indicating a grateful work climate. However, 13.5% disagreed, and only 0.6% strongly disagreed, indicating a need for improvement in recognition practices. The findings suggest that WS is performing well compared to its larger target population, but there is still room for improvement. These include assisting those struggling with motivation, ensuring growth opportunities are clearly expressed and available, and improving recognition systems to increase employee happiness and engagement levels.

Family and Others

The study reveals that most respondents feel well-supported by their social circles, which may improve their overall well-being and job satisfaction. However, a small minority may feel less supported by family and friends. House assistance reliability and consistency are also

important, with 54.7 percent agreeing that reliable and consistent support exists at home. However, 10.6 percent slightly disagree and another 1.9 percent strongly disagree, indicating that some respondents have issues with house help, which may add stress and test the balance between work and family life.

Family time is a significant challenge for most respondents, with 54.9 percent not having enough time to spend with their children, dependent seniors, or other family members. A smaller minority, 12 percent, disagrees, with 1.9 percent strongly disagreeing, indicating that some people believe they spend enough time with their families. Compared to the target population, respondents in the sample have a slightly more favorable sense of feeling supported at home and with their families.

However, challenges in finding enough time for family are significant challenges in WLB. Addressing this mismatch may improve overall satisfaction and reduce stress caused by the need to balance family and work duties.

Work Environment Satisfaction

The WES research reveals that 90% of respondents believe their superiors maintain positive attitudes, indicating a generally positive perception of leadership. However, 11.8% disagree, suggesting that certain employees may have problems with their superiors, which could impact job satisfaction and the working environment. Similarly, 58.8% of respondents agree that their coworkers have favorable attitudes, indicating a helpful and collaborative work environment. However, 11.2% disagree, indicating that some employees may have issues with coworkers, which may impact their entire work experience.

Organizational culture is highly praised by 60.2% of respondents, with 24.8% strongly agreeing that it has a beneficial impact on their working environment. However, 11.0% disagree, suggesting that some aspects of the corporate culture could benefit from attention to improve their influence on all employees. A significant percentage of respondents are extremely satisfied with leadership, engagement with colleagues, and organizational culture. However, a minority reported dissatisfaction or indifferent feelings, indicating potential for development.

Addressing employee dissatisfaction could improve the overall WES by improving superior attitudes and fostering better relationships among coworkers, leading to greater refinement

within the organization's culture, resulting in increased employee satisfaction and productivity.

Balance

The study reveals that balancing work and personal lives is a significant challenge for most respondents, causing stress. 83.6% of respondents felt they often felt stressed due to their work and personal responsibilities being out of balance. FO was identified as a key factor in working-life imbalance, with 53.8% agreeing that a lack of FO is a reason for this imbalance. However, 14.3% disagreed, 11.6% agreed, and 2.7% strongly disagreed, indicating that a FO is essential for effective WLB.

A non-supportive work environment also contributed to the imbalance, with 58% agreeing that it adds to work-life conflict. The research emphasizes the importance of a supportive work culture in helping people manage personal and professional duties. The majority of respondents, regardless of age, education, or other demographics, found it difficult to maintain WLB with FO and work environment. The study suggests that the problems are general and do not apply to specific segments of the population.

To address this, professional-family support could be crystallized, allowing respondents to successfully combine their professional and personal lives through structural changes in the home and workplace. Offering more flexible work arrangements, encouraging a supportive environment, and fostering FO could significantly improve WLB, alleviating worries about high levels of stress and contributing to a more fulfilling WLB for employees.

Personal Life Satisfaction

The PLS analysis revealed that a majority of employees expressed satisfaction with their personal time management, lifestyle, and leisure activities. The majority (61.1%) agreed that they are content with the amount of time they can devote to personal requirements, indicating that they do an excellent job of managing their time. Only 12.3% of respondents expressed discontent with their personal time allocation, suggesting that a small portion struggles to manage time.

In terms of employee satisfaction with their lifestyle, 58.4% agreed and 25.7% strongly agreed that they are satisfied with the practice of a healthy lifestyle, including frequent exercise, a

balanced diet, and enough sleep. Only 13.3% of respondents expressed unhappiness with their lifestyle practices, indicating that the majority live a healthy lifestyle and are content with their well-being practices. When it comes to pursuing hobbies/interests, 58.0% agreed and 24.8% strongly agreed that they have enough time to do what makes them happy and relaxed.

A smaller proportion, 14.6%, believed they did not have enough time for hobbies, suggesting that a minority struggles to find time for them. The positive attitude toward personal time management, lifestyle, and hobbies is almost always consistent across demographic groups, taking into account age and educational background. This supports the notion that most employees strike an acceptable balance between work and personal life. However, a minority of respondents reported difficulty in these areas, suggesting that tailored interventions may be beneficial.

Happiness

The personal happiness survey reveals that work, salary, and family are all essential factors contributing to employees' happiness. A majority of respondents (54.0%) believe that work is the most important element influencing happiness, with 30.2% strongly agreeing. However, only 13.7% of respondents consider salary less important to their pleasure. Salary is also considered a significant factor in happiness, with 58.4% agreeing and 24.6% strongly agreeing. This indicates that financial compensation is crucial for personal fulfilment.

Family is also considered an essential feature, with 59.8% agreeing and 25.3% strongly agreeing that it is the most important aspect of happiness. Only 12.0% of the population (1.0%) do not perceive family as a core component of their happiness. The results show high consistency across demographics, suggesting that employment, money, and family are perceived as universally contributing to happiness. Older staff members may prioritize their families, while younger staff members may place greater value on job advancement and pay.

Employees with higher educational attainment may place a larger value on their jobs and compensation than those with lower education levels. In conclusion, while jobs and money are important, family relationships are just as important or even more so. The concept of achieving personal happiness is multifaceted, with job satisfaction, financial independence, and family playing important roles. Addressing these elements comprehensively may result in improved overall employee happiness and well-being.

Stress Levels

This study reveals that work, family, and personal health are significant drivers of overall stress among respondents. Work-related concerns, such as high demands, workloads, and challenging working environments, are among the most common sources of stress for most people. However, only 13.9% of respondents did not consider work to be a major source of stress, suggesting that family dynamics have a substantial impact on their social life. Family dynamics, such as family duties, marital problems, and family-related pressures, are also significant sources of stress.

Only 14.9% of students did not perceive family as a significant stressor, suggesting that family may not be as important in some people's stress experiences. Personal health concerns are widespread among the sample respondents, with 23.6 percent strongly agreeing and 54.9% agreeing that they "frequently feel depressed or hyper tensed." Demographic characteristics such as age and education level can sometimes influence these stressors. Younger employees may experience greater work-related stress due to job demands and career pressures, while older respondents may experience more family and health-related stressors.

Educational background may also have a moderating effect on stress perceptions, with persons with higher levels of education experiencing stress differently from those with lower levels. The comprehensive interaction of job, family, and personal health is attributed to stress, and addressing these stresses through workplace changes, FO programs, and health management measures may be important in reducing overall stress and promoting well-being.

Social Media Usage

The study examines the impact of SMU on WLB, stress management, and emotional support. The majority of respondents (56.5%) believe that SMU weakens WLB, causing confusion between office and home life. Only 13.2% of respondents believe SMU has no significant impact on WLB, suggesting that a smaller group does not consider it a major issue. However, 62.1% and 22.4% agree that SMU allows stress to dissipate more quickly, demonstrating its usefulness for expressing and managing stress.

A lower proportion, 13.2%, does not believe SMU is beneficial in stress management. Relatedness support is another area where SMU can help preserve emotional ties and assistance during trying times. However, only 13.5% of respondents do not find SMU

advantageous in this regard. Younger people may find SMU's effects more significant, while elderly people may find them unimportant.

The data indicates the ambivalent nature of SMU, as it may disrupt WLB but also serve as a valuable support tool for stress management and emotional touch with significant individuals. Balancing these aspects may be necessary to fully benefit from SMU while addressing its negative consequences.

Work brought Home

The majority of respondents (54.7%) reported carrying work home to meet deadlines or complete tasks, demonstrating a high level of devotion while potentially disrupting personal time. The remaining 15.7% would either have fewer demanding occupations or create clearer lines between work and personal life. However, 50.1% of respondents agreed that they always sacrifice their own or family's time to watch WBH, emphasizing the impact of job demand type on personal and family time.

The high percentage of employees who feel obligated to sacrifice personal and family time can have serious ramifications for personal well-being and home relationships. Businesses need to improve their work-life integration efforts. For example, 50.9% agree and 31.7% strongly agree that employees are constantly connected with no time to distinguish between work and personal life, leading to more stress and less personal time. The experiences of WBH as a target population are determined by age, educational attainment, and other demographic characteristics.

Research indicates that younger workers, those with high connectedness and technology skills, may be more susceptible to work-related stress than their more senior counterparts. More highly educated individuals may have more challenging positions that require work from home due to increased responsibility and expectations.

Time to de-stress

The majority of respondents (54.0%) and 31.3% agree that they can disconnect from work-related difficulties, which is crucial for their mental health and overall well-being. However, 12.8% disagree and 1.7% have a neutral attitude, suggesting that some employees struggle to detach work-related stressors due to high job demands and a lack of stress-coping strategies.

56.3% agree on scheduling personal time to reduce stress, while 28.6% strongly believe change is necessary in their daily routine.

The emphasis on personal time in the daily routine is a positive indicator of WLB, as it allows individuals to relax and recharge appropriately. 58.4% agree and 26.7% strongly agree that they have access to enough TDS and can rejuvenate outside of work hours. However, 3.1% were undecided and 10.8% strongly disagreed, suggesting that some employee groups are overburdened by their work schedules and lack the time or resources to decompress. Age, job and function may contribute to increased detachment from work and a need to relax.

Younger employees may be more comfortable with digital technologies, while older employees may have developed stress management techniques. High-stress or hard professional roles may also struggle to find flexibility in de-stress time.

In conclusion, while nearly three-quarters of respondents can withdraw from work and focus on de-stressing a significant portion cannot. Addressing these issues could involve targeted interventions to improve time management habits, stress management resources, and promoting a WLB culture within enterprises.

5.2.2 Descriptive Statistics

The descriptive statistics reveal that the majority of respondents are between the ages of 21 and 30, indicating that early-career professionals who may face specific working demands are adequately represented. This over-representation may influence how people cope with WLB and stress.

The study reveals a balanced marital status between single and married individuals, highlighting the impact of marital status on WLB and stress. The educational background, predominantly held by bachelor's and master's degree holders, may influence job expectations and experiences. The study reveals occupational diversity, with IT and finance sectors being well represented, highlighting the impact of diverse job positions on WLB and stress.

Family composition data also indicates that most respondents have one or two children, which can impact their ability to manage work and personal life effectively. The majority of respondents are nuclear families, potentially affecting their support system and WLB. The city of residence data, with an average of 2.44, indicates a strong representation of urban areas like

Vadodara and Surat, which could impact job experiences due to factors like cost of living and lifestyle.

The study reveals that a normal 5-6 day workweek has a mean of 1.87, irregular hours have a mean of 2.43, and satisfaction with working hours is good. However, work obligations often infringe on personal and family time, resulting in 3.78 missed quality time due to work stress. WLB policies have an average awareness of 2.22, but respondents believe they benefit from productivity. The practicality of combining work and personal life is generally agreed upon, but work often leads to exhaustion or despair.

The survey shows medium engagement among students, with a daily time spent on social networking applications at 3.44. The WS has an average of 3.9379, with satisfaction slightly higher than the median. Good levels of FO exist, with an average of 4.0235. WES and Balance are generally good, with averages of 3.9565 and 3.9469. PLS and happiness scores are positive, indicating general contentment. The study reveals that respondents experience moderate stress in their work, personal life, and social media management.

WBH is often disrupted by work, with a mean of 3.8730. Despite this, respondents believe they have adequate time management skills. While work satisfaction and personal life management are strengths, persistent issues related to WLB and stress emerged. These findings highlight the significant impact of work and personal life on overall well-being and suggest strategies to promote WLB and mental health.

5.2.3 Inferential Statistics

T-Test

The study examines the impact of sociodemographic factors on WLB and associated elements. Age also demonstrates significant variation between age groups, suggesting that WLB challenges and stress management solutions may vary depending on career and life stage. These findings provide confidence in the findings.

The study reveals that marital status and education levels significantly impact work-life dynamics, with married individuals facing different situations and higher education levels associated with more rigorous job descriptions. Occupation and family composition also vary, highlighting the diverse nature of job positions and family responsibilities. Family structure

influences support systems and WLB. The site of residency predicts regional differences, impacting resource access and working conditions.

Work-related characteristics, such as days worked per week and hours worked daily, also have a significant impact on WLB. Long hours of labour can lead to stress and imbalances. Satisfaction with working hours and quality time missed due to work pressure highlight concerns about the encroachment of work demands into personal time. The study reveals that there are disparities in how organizations approach WLB challenges. Social media has a significant impact on respondents' experiences, with both positive and negative effects on WLB and personal time management.

The T-test findings show substantial differences, indicating strong statistical significance. High levels of satisfaction in WS and robust FO are essential for maintaining a positive work environment and overall well-being. Overall, overall contentment with the work environment and WLB contributes to improved balance, indicating that a supportive work environment is crucial for overall well-being.

Positive personal life events and feeling cheerful are crucial for maintaining mental health. Sleep has a medium effect, while social media has a strong effect. WLB and TDS are affected by excessive workload. The T-test results show significant differences in sociodemographic characteristics and WLB-related variables, with factors such as age, married status, education, occupation, family composition, and work-related aspects being crucial. These findings emphasize the need to consider these factors when implementing policies to improve WLB and well-being.

ANOVA

The ANOVA results show significant differences between survey items, with a F-value of 3.150 and a p-value of 0.000. The large mean square between items suggests they tap into different components of the measured construct. The non-additivity F-value of 5.183 supports the model's nonlinear connections between variables. The total sum of squares of 13,619.033 and overall mean square of 0.514 indicate significant variation in the data, indicating the survey effectively captured various elements of WLB and related difficulties. The instrument can detect significant variations across various variables.

Correlation

The study reveals that happiness is strongly connected with WLB, WES, and PLS. Higher happiness correlates with greater satisfaction at work and in personal life. WS has a significant positive correlation with balance and social life, indicating that higher WS corresponds to greater WLB and social happiness. Balance has equally significant associations with WES and SL, implying that a balanced existence is strongly associated with satisfaction in both professional and social areas.

SL correlates favourably with both home well-being and time demands on social life, implying that a fulfilling social life is associated with improved domestic well-being and manageable time demands. SMU has a moderate impact on many personal satisfaction and well-being metrics. The study found a positive connection between happiness, WS, WLS, and PLS. Stronger WS was associated with higher WLB and social life satisfaction.

Balance was strongly associated with SL and TDS, indicating that maintaining a balance between work and personal life leads to a fulfilling social life and manageable time demands. SL had substantial relationships with TDS and WBH, confirming the link between these factors. The study reveals a positive correlation between happiness, work satisfaction, WLB, and personal life satisfaction.

It also highlights the significant relationship between WS and balance, indicating a healthy WLB and a more satisfying social life. The study also highlights the strong positive correlation between balance, stress, and time management, indicating that social life satisfaction impacts time management and home well-being. The study reveals a strong correlation between WLB, PLS, social life, and balance. It suggests that improvements in WS can lead to greater balance in personal and social areas, and vice versa.

The research suggests that regulating various variables of life satisfaction is crucial for achieving well-being improvements. Interventions to improve WS can positively impact balance and social life, increasing overall satisfaction. Time management and social life support are considered essential for achieving balance and high happiness in both personal and professional life. The findings underscore the need for a comprehensive strategy to improve WLB and overall well-being, considering the intricate interactions between various life satisfaction dimensions.

Factor Analysis

Factor analysis helps understand the data set's latent structure, revealing key components and their relationship to observable variables. The KMO Measure of sample adequacy is 0.953, indicating the dataset's suitability for factor analysis. Bartlett's Test of Sphericity yields a chi-square value of 3558.112, indicating the analysis's appropriateness, as it tests significant differences between the correlation matrix and identity matrix.

The communalities of extracted factors, which represent the proportion of variance for each variable, show that TDS and Balance extract the majority of variances. The highest communalities are 0.730 and 0.714, indicating an accurate representation of these factors. However, WBH has the lowest R² at 0.587, suggesting less explanation by these components. Despite these discrepancies, high extraction values suggest that the factor model accurately describes the data and captures significant variance.

The PCA results reveal that the first component, with an eigenvalue of 6.669, is the dominant one, accounting for 66.689% of the total variance. This component organizes the majority of the data's volatility, accounting for a significant portion of the data set. The second and third components contribute less, accounting for 5.635% and 5.372% of the variance respectively. As variations are explained in smaller increments, the first component dominates in capturing the data's underlying structure, as explained in ever-smaller increments.

The PCA component matrix indicates that the first component strongly represents various structures, with high loadings ranging from 0.766 to 0.854. TDS has the highest loading, indicating a substantial relationship with the component. Balance is highly charged, indicating well-representation. Other variables, such as WS, WES, PLS, SL, and SMU, also show high loadings strongly related to the component. Happiness and FO have a strong association with the component, albeit slightly weaker than the others.

WBH has the lowest loading but accurately represents the component. These significant variable loadings suggest that the first component successfully represents a coherent underlying factor that combines multiple related components. The factor analysis shows that the first component is critical to understanding the data, explaining a large portion of the variance, and providing an overall cohesive structure.

The robustness of the factor structure is supported by the principal components' ability to capture a good portion of the variation in the data set, as evidenced by the generally high

communalities. The significance of the first component in data summarization is highlighted by these results.

5.2.4 Hypotheses Testing

The different hypotheses tested by the regression analysis provide important insights into the relationships that exist between the key factors influencing WS, SL, WLB, PLS, and well-being. Hypothesis 1 posits that FO support significantly influences workplace satisfaction, explaining 30.7% of the variation in the latter variable. From the unstandardized coefficient value of 0.538, it is deduced that with every increased unit of the FO support variable, the WS goes up by 0.538 units; this clearly shows a strong positive relationship that exists between these two variables.

This relatively high predictability ($R^2 = 0.307$) and the highly significant F-value of 213.117 confirm the crucial contribution of FO support to workplace satisfaction. Hypothesis 2 indicates that WLB and WES are strongly related. This hypothesis explained 42.9% of WES variations. The significant unstandardized coefficient value, 0.622, infers that WLB is a strong determinant in enhancing job satisfaction. It means that with every one-unit increase in WLB, WES would increase by 0.622 units. Besides, a very strong F-value of 361.252 and a high t-value of 19.007 further establish evidence of the significance of WLB in enhancing workplace engagement.

Furthermore, hypothesis 3 shows a significant relationship between happiness and PLS while explaining 41.7% of the variance in PLS. From the unstandardized coefficient of 0.671, analysis reveals that happiness significantly boosts life satisfaction. Thus, for every increase in happiness by one unit, the PLS increases by 0.671 units. Similarly, the F-value of 343.349 undergirds the fact that the model has a high prediction value, further reiterating that happiness is one of the most valuable predictors of perceived life satisfaction.

Hypothesis 4 shows that the SMU contributed greatly to the variation of SL, accounting for about 35.3% of the variance in SL. The unstandardized coefficient for these stands at 0.595, meaning that with a higher SMU, the level of stress increases-increasing one unit of SMU results in an increase of 0.595 unit in stress. This rather strong predictive power of the model is reflected by an F-value of 262.049, and the influence of SMU on the variation in the levels of stress is very clearly brought out by the t-value of 16.188, which is very high.

Hypothesis 5 allows one to infer that the factor of taking work home significantly impacts workplace satisfaction, accounting for 29.6% of the variation. The fact that the unstandardized coefficient is positive, at 0.548, indicates that for every unit increase in taking work home, WS increases by 0.548 units. The high F-value and standardized beta coefficient further establish the significance of the model; thus, taking work home positively impacts general workplace satisfaction.

Hypothesis 6 investigates the impact of time to de-stress on stress. It is observed from this hypothesis that when de-stressing time is ample, there is a significant decrease in stress; the R^2 is 0.410. With an unstandardized coefficient of 0.650, it means that for every unit increase in the time taken to de-stress, there is a reduction of 0.650 units of the levels of stress. The F-value again justifies how highly predictable and significant the model is, hence making time management an important aspect of any strategy aimed at reducing stress.

Hypothesis 7 explains that WLB significantly improves perceived life satisfaction with an explained variance in the latter of 45.7%. From the unstandardized coefficient, for every one-unit increase in WLB, there is a corresponding 0.669 increase in PLS. This very high t-statistic value of 20.137 confirms the hypothesis that WLB is significant in nature for perceived life satisfaction.

Hypotheses 8, 9, and 10 finally confirm the high positive associations between happiness with social media usage, work habits, and stress, and life satisfaction. Happiness represents 41.6% of WES variance, whereas 40.9% influences PLS from SMU. Bringing work home at home contributed 46.3% variation in SL. These findings help highlight the interplay between work, social habits, and personal well-being in contemporary life, thereby confirming that a need exists to balance approaches aimed at enhancing employee satisfaction while minimizing stress.

5.2.5 Overall Findings of the Study

The study examines various factors influencing work, PLS, SL, and the work environment, including FO support, WLB, happiness, taking work home to work, and SL's impact on PLS. The results show a significant positive association between FO support and WS, explaining approximately 30.7% of the variation in WS. The model's F-value of 213.117 supports this, indicating that WS grows with an increase in FO support. The coefficient analysis shows that an extra unit of support boosts WS by 0.538.

The study found that WLB is crucial for overall WES, explaining 42.9% of the variance in WES. A strong WLB is essential for better WES, as indicated by a positive link with a standardized beta coefficient of 0.6557. Happiness also significantly affects PLS, accounting for 41.7% of the variation in PLS. The model's strength is supported by an F-value of 343.349 and a standardized beta coefficient of 0.645, suggesting a favourable relationship between happiness and PLS. Both studies highlight the importance of WLB and happiness in improving overall well-being.

SMU significantly influences SL with a significant impact on SL. SMU accounts for 35.3% of SL variation and has a strong positive association with SL. However, managing social media intake is crucial for stress reduction. Bringing WBH also has a significant impact on WS, accounting for 29.6% of the variance. The p-satisfaction model, $F= 201.857$, shows a high significance, with a positive relationship with a standardized beta coefficient of 0.544. Working from home more often can lead to lower WS, emphasizing the importance of managing SMU and WS in managing stress.

The study reveals that de-stressing time significantly reduces stress burden, accounting for 41% of stress level variance. The model's R^2 value of 0.410 and F-value of 334.378 support its validity. The beta coefficient of 0.640 suggests that time for relaxation and stress alleviation is directly proportional to stress level. WLB also plays a significant role in stress levels, with an R^2 value of 0.457 and F of 405.488 indicating a strong relationship. The standardized beta coefficient of 0.676 indicates a positive relationship between WLB and stress levels, suggesting that PLS increases with better WLB.

Happiness significantly impacts WES and PLS, accounting for 41.6% of the variance in WES. A positive correlation was found between happiness and a more satisfying work environment, indicating that higher levels of happiness enhance work-related experiences. SMU also affects PLS, explaining 40.9% of the variance in PLS. A strong positive correlation was found between SMU and PLS, indicating that higher SMU correlates with higher PLS, indicating that social media influences well-being. Both studies highlight the importance of happiness and SMU in enhancing work-related experiences.

The study found that bringing work home significantly impacts SL and overall WS. The R^2 value of 0.463 explains 46.3% of the variance in SL, and the F-value of 414.647 demonstrates statistical significance. The standardized beta value of 0.680 indicates a positive association

between bringing work home and SL. The study also found that FO, WLB, happiness, SMU, and bringing work home all have a significant impact on WS, SL, and PLS.

5.2.6 Comparison with Previous Studies

The findings of this study both agree with and differ from earlier publications on WLB and its many elements.

Udaykumar (2023) found that flexible WS is less valued by employees than medical insurance and bereavement leave, despite the importance of WLB in the banking sector. This study confirms this, highlighting the significant impact of FO assistance on WS, and highlighting the importance of external support for workers juggling work and personal obligations. The study also considers factors like happiness and SMU, which Udaykumar did not explicitly discuss.

Faldu *et al.*, (2022) found that emotional intelligence, good working environments, and colleague support contribute to WLB, with support sources varying between male and female employees. This study adds to their understanding by investigating specific SMU positions and WLB, which were not covered in Faldu *et al.*'s previous research. It also confirms the need for supervisor support to address the effects of WS from home.

The study by Selvakumar *et al.*, (2016) highlighted the role of organizational support in women's WLB and its impact on SL and PLS. The study emphasizes the importance of policies addressing WLB and the need for support networks and organizational characteristics. It also includes variables like SMU and its impact on SL and PLS, providing a more comprehensive understanding of how various elements affect WS, SL, and PLS. This research contributes to the literature on the need for supportive networks and organizational characteristics.

5.3 Recommendations

5.3.1 Enhancing Organizational Support

Organizations should create policies that support female employees in achieving better WLB. Working from home with flexible hours and telecommuting can help manage work and personal duties, saving time on commuting or adjusting to a more flexible work environment. Companies should also develop support systems for women, such as a lactation room for mothers to express their milk and continue breastfeeding while maintaining their professional

careers. Family leave regulations, such as generous parental, sick, and caregiver leave, can help employees deal with personal and family issues without fear of losing their jobs.

This fosters a sense of community and an inclusive workplace. The study's findings highlight the potential contribution of FO and WLB to WS. By providing practical workplace support and policies tailored to women's specific requirements, firms can alleviate external demands on women, improving employee satisfaction, productivity, and retention.

5.3.2 Implementing Flexible Work Arrangements

Organizations can enhance employee well-being by promoting flexible work arrangements, such as flexi-hours and telecommuting. These policies help employees balance work and personal life, reducing the burden of inflexible schedules and long commutes. Flexible work can improve overall job satisfaction, as employees can choose their working hours or location, leading to a better WLB. This balance may increase job satisfaction as employers cater to employees' personal needs and obligations.

However, routine work from home can lead to higher stress levels and blurred professional and personal lines. Flexible work arrangements address these issues by providing employees more flexibility over their working conditions and schedules, resulting in less stressful work conditions and a healthier WLB. This creates an environment where employees feel supported and adaptable, leading to higher job satisfaction, less stress, and a more productive workplace atmosphere.

5.3.3 Providing Stress Management Resources

Employers should invest in stress management resources to help employees maintain healthy mental health and well-being. These resources include counselling programs, stress management classes, and policies that consider taking time off for mental health reasons. Professional counselling services allow employees to openly discuss stress and mental health concerns, providing a private space for them to express their problems and receive professional advice.

Stress management classes offer practical knowledge and methods for managing stress, leading to a healthier work environment. Mental health time off policies should allow employees to take time off for mental health reasons without using vacation or sick leave,

demonstrating a proactive approach to employees' needs. This approach can improve overall well-being, job satisfaction, and productivity.

Integrating stress management resources into work routines can encourage employers to be more helpful and sympathetic, assisting individuals in establishing a better WLB, lowering stress levels, and contributing to a more positive and productive work environment.

5.3.4 Encouraging Family and Social Support

Organizations should prioritize employee well-being by promoting a supportive WLB through comprehensive family leave policies, caregiver support, and work-life integration strategies. Ensuring ample family leave, especially for maternity and paternity leave, allows employees to focus on family-related issues. Care support is crucial for reconciling work and family duties.

Implementing flexible work arrangements or reducing caregiver responsibilities can help employees transition from working to caring for others, reducing stress and enhancing job satisfaction. Promoting family-friendly events, increasing networking opportunities, and launching programs that promote a healthy WLB can improve family and social support and reinforce the company culture for work-life integration.

5.3.5 Promoting WLB Education

WLB education is crucial for organizations to help employees balance their professional and personal lives efficiently. It teaches employees the importance of setting tangible boundaries and priorities for their well-being. WLB education is offered through workshops and seminars that focus on practical skills such as effective scheduling, time management, and stress management strategies. These sessions help employees identify their priorities, strategize on how to balance work and personal lives and apply real-world solutions to everyday challenges.

Managers and leaders should also receive WLB training modules to identify and minimize their team's difficulties. This training creates a more empathic and understanding work environment, leading to better organizational practices. More knowledgeable managers can effectively aid their teams in handling issues, setting realistic expectations, and providing necessary assistance.

The study's findings support the justification for boosting WLB education, as it is essential for personal fulfilment and job contentment. It reduces stress and boosts job happiness by providing employees with the knowledge and resources to cope efficiently. WLB education also improves company culture and practice by better preparing managers to support WLB.

5.3.6 Addressing Gender-Specific Challenges

Organizations should tackle the challenges women face in achieving WLB by implementing gender-sensitive programs and policies. These include developing mentorship and leadership training programs for women, which can provide career guidance and support. Additionally, reviewing and updating policies to address gender-specific demands like parental leave, flexible working hours, and childcare facilities can create a more balanced work environment.

Providing support and resources that address specific difficulties women face can ensure they have the necessary skills to achieve satisfactory WLB, potentially leading to increased job satisfaction and well-being. By addressing specific actions and rules for either gender, organizations can create a supportive work environment that is balanced and supportive of WLB, ultimately improving the overall success of a WLB policy.

5.3.7 Regularly Reviewing and Updating Policies

WLB policies should be regularly reviewed and modified to stay relevant in the face of changing demands and expectations. A structured policy review procedure, including employee questionnaires, surveys, focus groups, and suggestion boxes, can help companies understand the potential influence of policies and make better decisions about adjustments. WLB rules should also be updated to reflect demographic changes, workplace trends, and technological penetration.

Organizational aid is crucial for achieving a reasonable WLB, and current policy provisions should suit employees' needs, resulting in a positive working environment, enhanced satisfaction, and well-being assistance. Proactive approval of WLB regulations ensures they fit the dynamic demands of the working population and encourage employees to balance work-personal responsibilities.

5.3.8 Fostering a Supportive Work Culture

Organizations should promote a work culture that values WLB to boost employee satisfaction and well-being. This can be achieved through open communication, regular meetings, and an HR support system. Encouraging employees to take time off when needed, such as vacation, personal leave, and mental health days, is also crucial. Setting an example and providing guidance on policies and leave is essential.

Recognition and rewards for efforts in WLB maintenance can also promote a positive work environment. A supportive work culture leads to increased job satisfaction, lower stress levels, and increased employee engagement, ultimately improving overall well-being and productivity.

5.3.9 Monitoring and Evaluating Impact

The study emphasizes the importance of implementing metrics to assess WLB programs to improve employee satisfaction and productivity. It suggests transparent methods for tracking WLB efforts, such as employee contentment, absent rates, and productivity. By collecting data, organizations can quickly recognize the success of their efforts and make informed decisions about necessary modifications. Staff questionnaires, focus groups, interviews, and feedback sessions can provide valuable feedback on WLB policy.

Anonymous surveys are recommended for authenticity. Tracking changes over time and analysing trends can help organizations make data-driven decisions. Constant assessment and development in WLB strategies are crucial for creating a better work environment, supporting employee performance, increasing satisfaction, and increasing production.

5.3.10 Encouraging Work-Life Integration

Work-life integration is a strategy that aims to achieve workplace balance by integrating professional and personal duties. This approach benefits employees' well-being and productivity. Organizations can use programs like job sharing, part-time job arrangements, and phased retirement programs to facilitate this integration. These help employees balance work with personal commitments, such as family or education, while focusing on professional goals.

Encouraging an integrated WLB results in higher job satisfaction and lower stress among employees. The study emphasizes the importance of creating an enabling atmosphere within an organization to improve employee satisfaction and foster a better working atmosphere.

5.4 Conclusion

Examining the Various Dimensions Affecting WLB of Working Women

All of these dimensions that play an essential part in female workers' WLB have been explored in this study of the service sector in major Gujarat cities. The study suggests that WLB is a complex term with implications for various personal, professional, and social dimensions. The most important aspects considered in this study are workplace support, flexible work options, social and organizational factors, stress management, and work-life integration.

Organizational regulations and culture play a significant role in WLB. Women employees who choose supportive office environments, flexible working hours, and stress management services are more likely to have a high WLB. As a result, each of the aforementioned elements is critical in deciding how effectively women can manage their work and personal lives. The statistics most clearly demonstrated the significant impact that company policies and culture had on WLB.

Women employees who were given supportive workplace environments, flexible working hours, and stress management programs typically reported a high WLB. This study also found that strong family and social network support systems help women balance work and personal responsibilities more effectively. Women who report significant levels of FO are always pleased with WLB. It also takes into account individual differences in time management abilities and personal resilience when addressing WLB.

Women who are better at regulating their SL and managing their time at work report higher job satisfaction and lower SL. Overall, the study suggests that WLB for working women is a complex process influenced by numerous and interconnected elements.

Impact of Various Identified Factors on WLB

Five elements have been identified as having an impact on working women's WLB: organizational support, flexible work arrangements, stress management tools, social and financial support, and work-life integration. All of these characteristics have distinct and observable effects on how women balance their jobs and personal responsibilities. One of the

first elements uncovered during this inquiry is organizational support. Women who work in a supportive atmosphere with time and resources to deal with stress have a higher WLB and job satisfaction.

Flexible working hours help women better manage their simultaneous responsibilities. These enable women to manage their time at work in ways that encourage a better 'fit' between work and other responsibilities, lowering the risk of work-life conflict. It also shows the resources for stress management that contribute to WLB.

In this regard, the study discovers that women who have access to resources such as counselling services, stress management workshops, and mental health support are better able to cope with pressures that strike a balance between work and personal life, resulting in lower SL and higher well-being. Other significant aspects revealed by this study include social and FO. Women who receive a lot of support from their families and social networks are more satisfied with their WLB.

This is because such assistance relieves them of the stress of juggling their job and personal lives. As a result, they can better manage both elements of their lives. This study also addresses the topic of integrating work and personal life rather than strictly separating the two. It has been noticed that WLB is better in women who can easily balance job and personal duties. Policies and practices that improve workplace flexibility and support help to facilitate this integration.

Recommendations for Improvement of WLB for Women Employees

As a result, this study might provide measures to improve the WLB of a female employee. Organizations should implement rules that give women full support for job flexibility and stress management practices. The guidelines must be reviewed and renewed regularly since the demands placed on women change. The organizational working culture should promote employee well-being through open discussions, leave when necessary, and recognition for WLB's successes.

First, a supportive work atmosphere will boost satisfaction, reduce stress, and allow for greater WLB. Companies must handle gender-sensitive issues that acknowledge the special demands of the female workforce in these locations and implement policies that properly accommodate such needs. This would significantly increase the availability of specific resources for women, as well as mentorship and leadership training through programs that assist with WLB.

In this regard, the current study suggests that there should be an organizational initiative to 'juggle' work and personal life rather than putting them against one another for women to properly meet their duties. This can be accomplished through job sharing, part-time choices, and even phased retirement, allowing women to accomplish their work alongside their responsibilities.

Finally, organizations should monitor WLB initiatives and measure their outcomes to ensure that they are effective and meet the needs of women. This would aid in reviewing the deficiencies for areas for improvement and determining how existing policies may be aligned with the evolving needs of the female workforce.

Impact of Social Media on WLB of Working Women

The study also looks at how social media affects the WLB of working women. Because social media is becoming increasingly important in modern life, it has a stronger impact on WLB. This study demonstrates that while social media can assist working women in finding meaningful pursuits and connections, it can also cause tension and work-life conflict. On the plus side, social media allows women to communicate, share ideas, and seek advice on WLB.

These clubs can give people encouragement and a sense of belonging, making the struggle for WLB less lonely. However, the study also found that social media may have a negative impact on WLB. This may increase the pressure to stay in touch and be continuously online, resulting in increased tension and work-life problems. One of the reasons could be excessive usage of social networking sites, with women reporting that even when they return home from work, they cannot turn off their work thoughts, which become inextricably linked to their personal lives.

This could lead to lower job satisfaction and higher stress. The study's findings suggest that, while social media can be quite valuable in managing WLB, women should exercise caution when utilizing it. Organizations can also assist employees in maintaining healthy SMUs and implementing balance and well-being activities. It thus leads to an integrated understanding of the numerous elements influencing the WLB of working women, notably in the service sector of Gujarat's main cities.

The findings highlight the importance of organizational support, flexible work arrangements, stress management resources, social and financial assistance, and work-life integration in delivering successful WLB. The study also emphasizes social media's significant influence on

WLB and the need for prudence when using such platforms. Based on the findings, it makes a few recommendations for enhancing women's WLB by institutionalizing supportive policies and work cultures, as well as other workplace interventions that address women's concerns and promote WLB.

Overall, this research will offer significant information on the existing problems and opportunities for enhancing working women's WLB, as well as pertinent practice recommendations that businesses can use to better help female employees in this respect.