

DATA ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter explored the Data Analysis & Interpretation of the study on WLB of women employees in the service sector across major cities in Gujarat. The analysis encompasses a variety of statistical techniques to provide a comprehensive understanding of factors affecting WLB. Descriptive statistics & frequency distributions offer insights into the demographic characteristics of the sample and their general WLB perceptions.

The t-test and ANOVA are employed to examine differences in WLB across different demographic groups and organizational contexts, highlighting significant variances. Correlation analysis reveals relationships between WLB & various predictors, such as job satisfaction, organizational support, and personal responsibilities. Regression analysis further explores these relationships by identifying the strength and direction of these effects.

Coefficient correlations within the regression models help in understanding the impact of specific variables, while factor analysis identifies underlying factors influencing WLB by examining communalities and component loadings. This multifaceted approach ensures a thorough evaluation of how different elements contribute to the overall WLB, providing actionable insights for improving workplace policies and practices to better support women employees.

4.2 Frequency Distribution

4.2.1 Analysis of Sociodemographic Factors

Table 4.1 provides a detailed breakdown of the sociodemographic factors among the respondents in the study. In terms of age, the largest group is aged 21-30 years, representing 39.5% of the sample, followed by those aged 31-40 years at 33.3%. Participants below 20 years account for 9.1%, while those in age group of 41-50 years & above 51 years constitute 6.8% and 11.2%, respectively. This distribution suggests that most respondents are in their early to mid-career stages, with fewer participants at the extremes of the age spectrum.

Regarding marital status, the sample is nearly evenly split between unmarried (48.7%) and married (51.3%) individuals, with no respondents reporting being divorced or widowed. This near balance between married and unmarried respondents provides a diverse perspective on how marital status might influence WLB.

Educational qualifications show that majority of respondents hold a Bachelor's or Master's degree, comprising 39.8% and 40.4% of the sample, respectively. Those with a Doctorate make up 6.4%, while a smaller percentage have completed Matriculation (2.9%) or High School (6.2%). Additionally, 4.3% hold professional qualifications, indicating that the sample is generally well-educated, with a significant proportion having pursued higher education.

In terms of occupation, the IT industry and Banking and Finance sectors dominate, with 36.0% and 34.4% of respondents working in these fields, respectively. Other notable sectors include Pharma (10.4%) and the Education sector (10.1%), while Business and other unspecified sectors account for 5.4% and 3.7%, respectively. This occupational distribution reflects a focus on respondents from professional and corporate sectors.

Family composition data reveals that 41.2% of respondents have one child, while 37.7% have two children. Those with no children and more than two children constitute 11.6% and 9.5% of sample, respectively. This shows that an important proportion of respondents are balancing work with parenting responsibilities. When examining the type of family, 66.7% of respondents live in nuclear families, while 33.3% live in joint families. This suggests that nuclear families are more prevalent among the respondents, which may influence their WLB experiences.

Regarding geographic distribution, the respondents are fairly evenly spread across four major cities in Gujarat: Vadodara (13.2%), Ahmedabad (44.4%), Surat (32.2%), and Rajkot (10.2%).

This distribution provides a comprehensive view of WLB across different urban centers in the state. The data on working days indicates that the majority of respondents work 5 or 6 days a week, with 37.7% working 5 days and 38.1% working 6 days. A smaller proportion (24.2%) work less than 5 days a week. In terms of daily working hours, 41.0% work 6-8 hours, 32.5% work 8-10 hours, and 12.4% work more than 10 hours. Only 14.1% work 3-5 hours a day. This suggests that a substantial number of respondents have demanding work schedules.

Satisfaction with working hours is low, with 67.9% of respondents indicating dissatisfaction. This is further reflected in the fact that 37.1% often miss quality time with family or friends due to work pressure, and 34.8% always miss such time. This highlights the significant impact of work on personal life among the respondents.

When asked about the presence of a WLB policy in their organization, 42.7% of respondents were unaware of such a policy, while 36.9% stated that no policy exists. Only 20.5% confirmed the existence of such a policy, indicating a potential area for improvement in organizational practices. Additionally, 68.3% of respondents do not believe that a WLB policy would increase their productivity, suggesting skepticism about the effectiveness of such policies.

In terms of balancing work and personal life, 70.0% of respondents feel that they cannot achieve this balance, and a significant 38.5% often feel tired or depressed because of work, with 32.3% always feeling this way. These findings indicate a high level of work-related stress among the respondents.

Regarding social networking app usage, Facebook is the most popular platform (30.4%), followed by Snapchat (27.1%) and Instagram (25.9%). The majority of respondents spend 2-3 hours daily on social networking apps, with 35.2% spending 2 hours and 34.2% spending 3 hours. This indicates a significant engagement with social media, which may impact both WLB and productivity.

Table 4.1: Frequency table in terms of Sociodemographic factors

Categories	Frequency	Percentage
Age		
Below 20	44	9.1
21-30 years	191	39.5
31-40 years	161	33.3
41-50 years	33	6.8
Above 51 years	54	11.2
Marital Status		
Unmarried	235	48.7
Married	248	51.3

Divorcee	0	0
Widow	0	0
Educational Qualification		
Matriculation (10th)	14	2.9
High School (12th)	30	6.2
Bachelor's Degree	192	39.8
Master's Degree	195	40.4
Doctorate	31	6.4
Professional Qualification	21	4.3
Occupation		
IT industry	174	36.0
Pharma	50	10.4
Education Sector	49	10.1
Banking and Finance	166	34.4
Business	26	5.4
Other	18	3.7
Family Composition		
No children	56	11.6
One child	199	41.2
Two children	182	37.7
More than two children	46	9.5
Type of Family		
Joint Family	161	33.3
Nuclear Family	322	66.7
You are from which city?		
Ahmedabad	215	44.4
Vadodara	63	13.2
Surat	156	32.2
Rajkot	49	10.2
How many days do you work in a week?		
5 Days/week	182	37.7
6 Days/week	184	38.1

Less than 5 Days/week	117	24.2
How many hours do you work each day?		
3-5 hours	68	14.1
6-8 hours	198	41.0
8-10 hours	157	32.5
Above 10 hours	60	12.4
Are you satisfied with the working hours of the organization?		
Yes	155	32.1
No	328	67.9
Do you ever miss out any quality time with your family or your friends because of work pressure?		
Never	44	9.1
Rarely	48	9.9
Sometimes	44	9.1
Often	179	37.1
Always	168	34.8
Does your company have a separate policy for WLB?		
Yes	99	20.5
No	178	36.9
Not aware	206	42.7
Do you think a policy for WLB in your organization helps to increase your productivity?		
Yes	153	31.7
No	330	68.3
Do you feel that you can balance your work and personal life?		
Yes	145	30.0
No	338	70.0
Do you ever feel tired or depressed because of work?		
Never	40	8.3
Rarely	49	10.1
Sometimes	52	10.8
Often	186	38.5

Always	156	32.3
Which Social Networking apps do you use?		
Instagram	125	25.9
Facebook	147	30.4
Snapchat	131	27.1
Twitter	19	3.9
Linkedin	16	3.3
YouTube	23	4.8
Other	22	4.6
How much time do you spend on social networking apps daily?		
Less than 1 hour	34	7.0
1 hour	50	10.4
2 hours	170	35.2
3 hours	165	34.2
4 hours	27	5.6
More than 4 hours	37	7.7

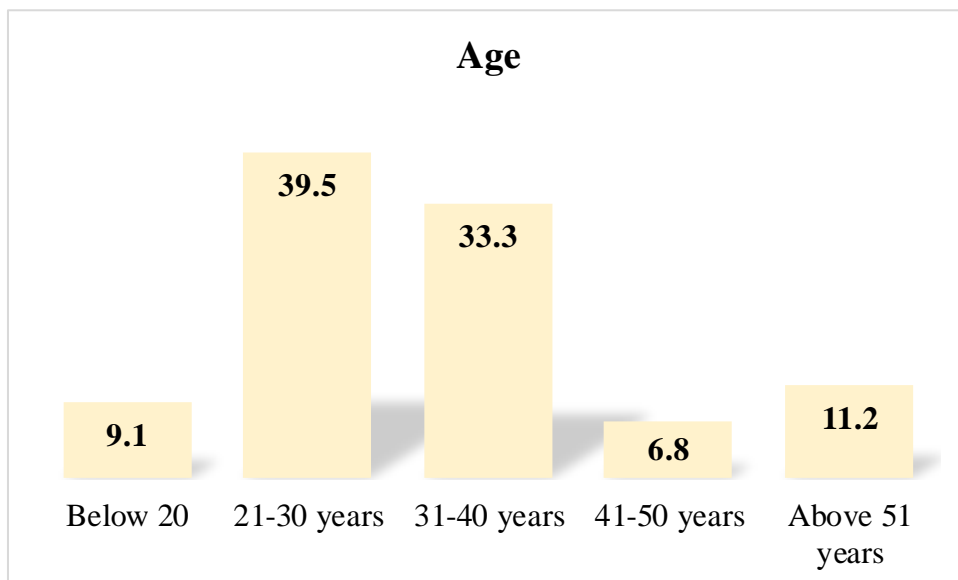


Figure 4.1: Graph of Age-wise Respondents (%)

An age-wise responders' graph is displayed in Figure 4.1. Given that a sizable majority of respondents are in their early to mid-career stages, the age distribution of the workforce

indicates that it is comparatively young. The majority of respondents (39.5% of the sample) fall into age bracket of 21 to 30 years old, representing that many of them are probably just starting in their jobs as fresh graduates or young professionals.

With 33.3% of respondents falling into 31–40 age range, this age group represents a sizable section of the workforce that is probably more experienced and may occupy more senior positions. The sample may contain fewer students or older, more seasoned professionals, as indicated by the decreased percentages in the younger (below 20 years old) and older (above 51 years old) age categories.

This distribution may be a result of the industry's preference for younger, more flexible workers or the characteristics of the industries polled, which may favor professionals in their early to mid-career stages.

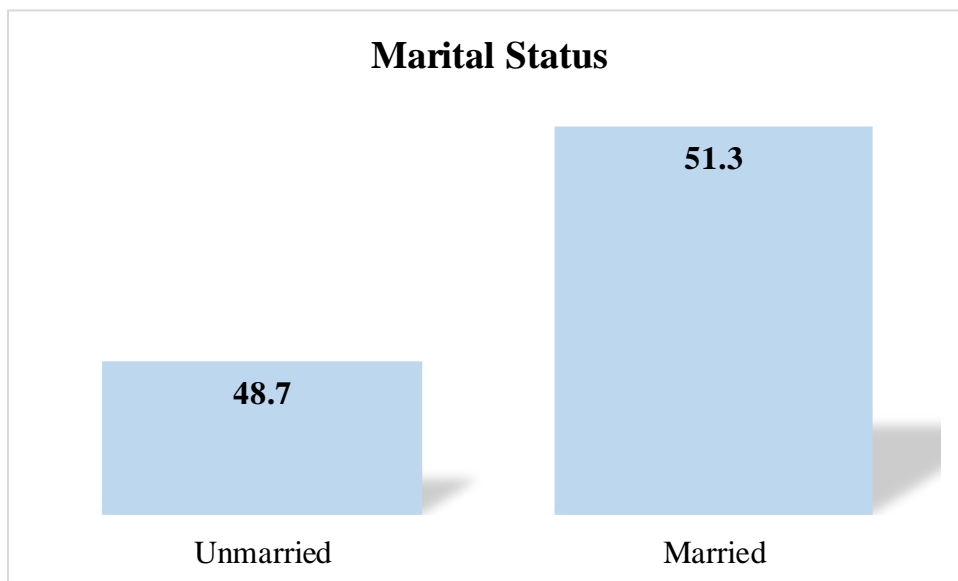


Figure 4.2: Graph of Marital Status-wise Respondents (%)

The graph of respondents' marital statuses is displayed in Figure 4.2. With 51.3% of respondents being married and 48.7% single, the respondents' marital status distribution is almost equal, indicating a fair representation of both groups. This equilibrium implies that marital status might not have a significant role in distinguishing WLB issues in this research. Marital status may, however, still have an impact on other elements, such as the makeup of the family or the level of responsibility assumed outside of the workplace.

For example, due to familial responsibilities, married people may have different WLB challenges than single people. The paucity of respondents who identified as widows or divorcees may suggest that these groups are underrepresented in the workforce or that they did not participate in the poll.

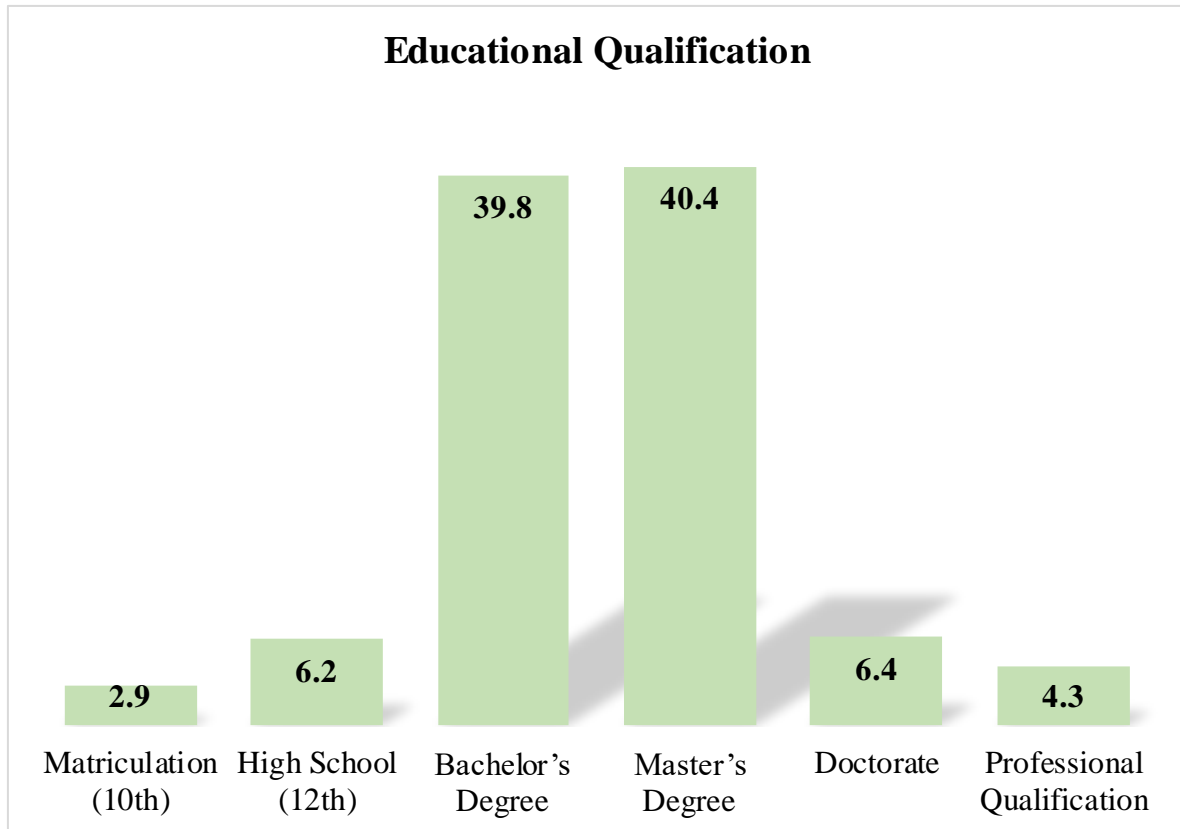


Figure 4.3: Graph of Educational Qualification-wise Respondents (%)

The graph of respondents' educational qualifications is displayed in Figure 4.3. The majority of responders (39.8%) and (40.4%) have bachelor's or master's degrees, demonstrating a high level of education in sample. The proportion of responders with a professional qualification (4.3%) or a doctorate (6.4%) is lower. The minority is made up of those who have completed high school (6.2%) or matriculation (2.9%).

According to this distribution, the respondents appear to be typically well-qualified, which may have an effect on their aspirations for WLB and their professional roles.

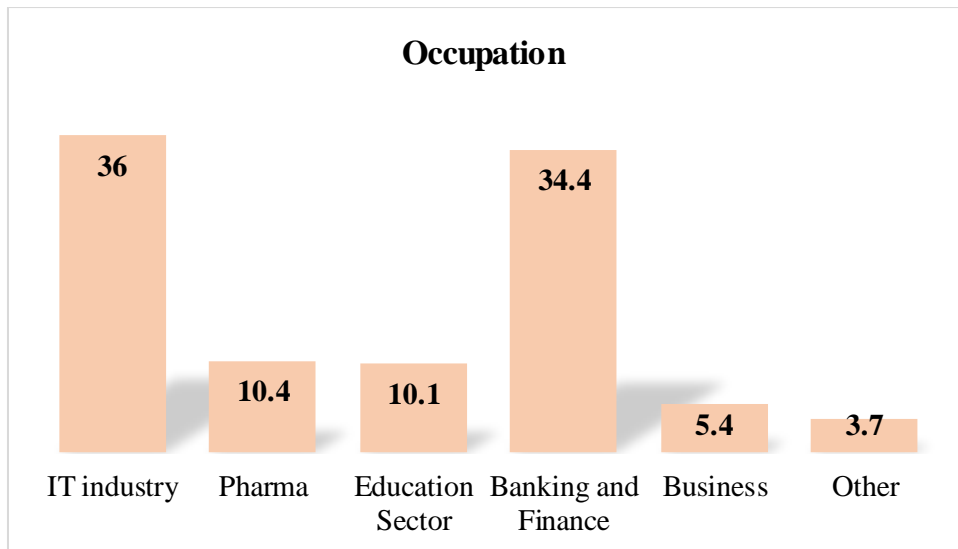


Figure 4.4: Graph of Occupation-wise Respondents (%)

The graph of respondents by occupation is displayed in Figure 4.4. The majority of responders are employed in banking and finance (34.4%) and the IT sector (36.0%). The education sector (10.1%) and the pharmaceutical industry (10.4%) are also well-represented. There are fewer responders in the business sector (5.4%) and other undefined jobs (3.7%). The study may have concentrated more on the IT and banking industries due to their dominance, which may have revealed unique issues about WLB in these areas.

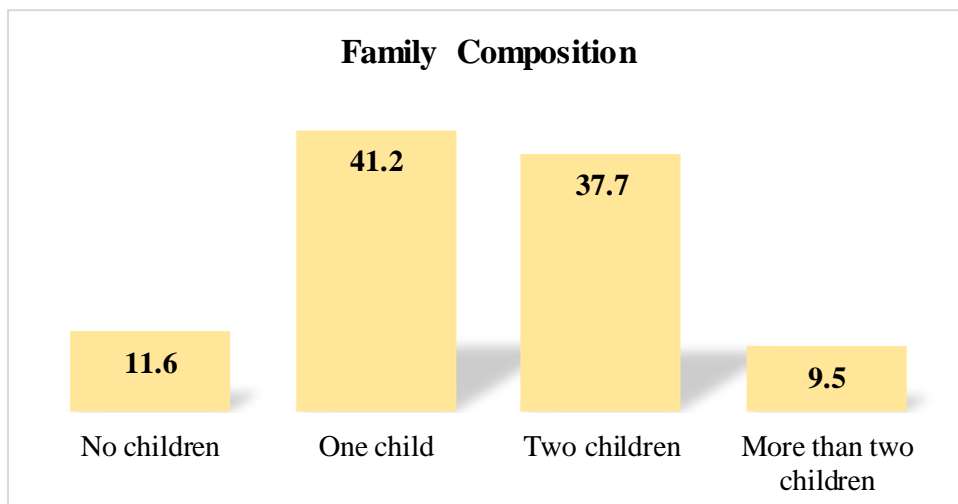


Figure 4.5: Graph of Family Composition-wise Respondents (%)

The graph of respondents sorted by Family Composition is displayed in Figure 4.5. Most of the responders (41.2%) and (37.7%) had one or two children. Eleven percent of people are childless, while nine percent have more than two children. According to the statistics, the

majority of respondents are juggling work and family obligations, which may have an impact on how they view WLB and its associated difficulties.

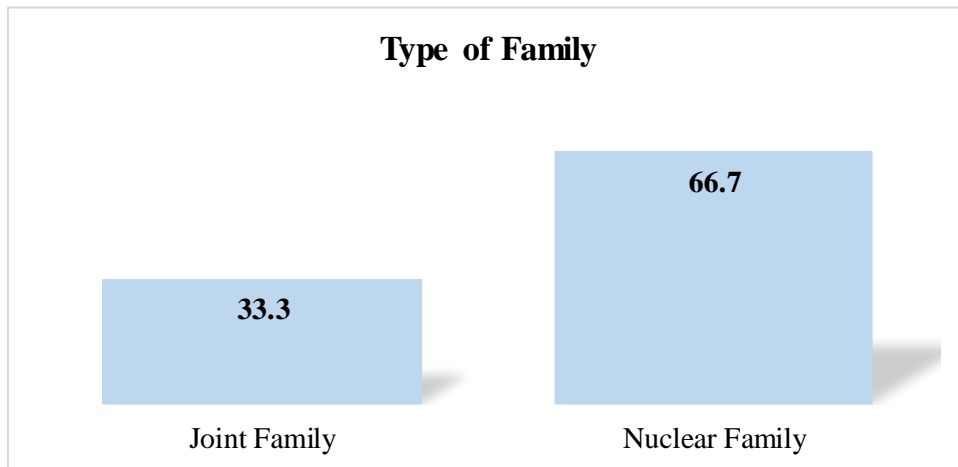


Figure 4.6: Graph of Type of Family-wise Respondents (%)

The graph of respondents' Type of Family is displayed in Figure 4.6. Of the respondents, a sizable majority (66.7%) are in nuclear households, while 33.3% are in joint families. The respondents' capacity to manage work and personal life may be impacted by this distribution because nuclear families may have different dynamics and support systems than joint families.

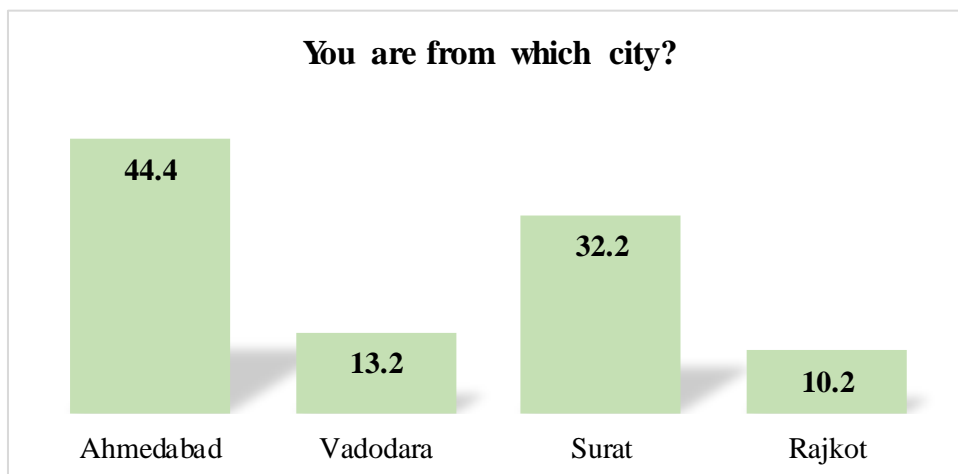


Figure 4.7: Graph of City of Residence-wise Respondents (%)

The graph of respondents sorted by City of Residence is displayed in Figure 4.7. The distribution of the respondents is reasonably even throughout the four cities; the most representation is seen in Vadodara (13.2%), followed by Ahmedabad (44.4%), Surat (32.2%), and Rajkot (10.2%). Initially, the questionnaire was shared with 600 working females across

various regions; however, only 483 provided fully completed responses suitable for analysis, with the distribution based on the female population in each area as discussed in Chapter 3.

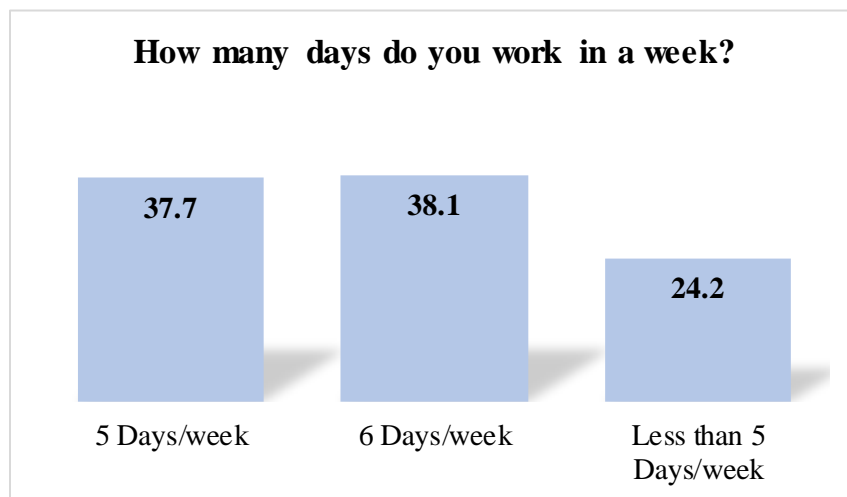


Figure 4.8: Graph of Working days in a week-wise Respondents (%)

The graph of working days for each respondent week is displayed in Figure 4.8. 24.2% of respondents work fewer than five days per week, while the majority of respondents work either five days (37.7%) or six days (38.1%). According to this distribution, the majority of respondents appear to have busy schedules, with a sizable percentage working nearly a full week. The sample's distribution of 5- and 6-day workweeks may be a reflection of varying industry norms or job positions.

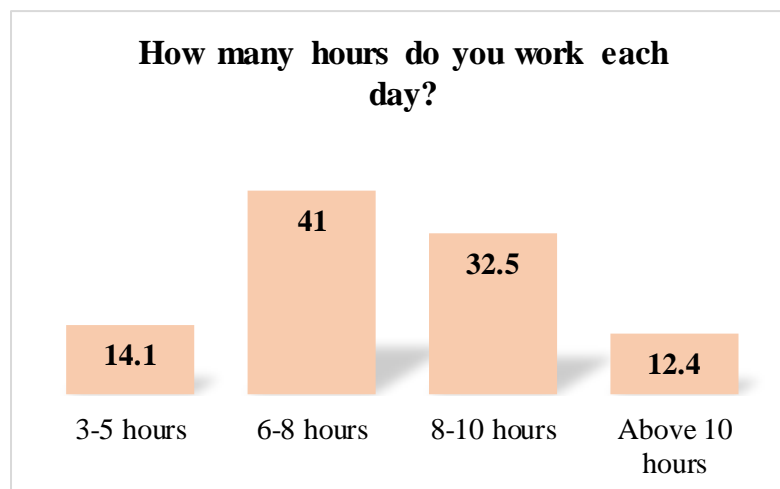


Figure 4.9: Graph of Working hours in each day-wise Respondents (%)

The graph of each respondent's working hours for each day is displayed in Figure 4.9. A majority of respondents (41.0%) work between 6 and 8 hours each day, followed by 8 to 10

hours (32.5%). A lower proportion work between three and five hours (14.1%) or over ten hours (12.4%). Although the average workday is eight hours, the results show that a significant percentage of respondents work longer than this, which may have an impact on their general well-being & WLB.

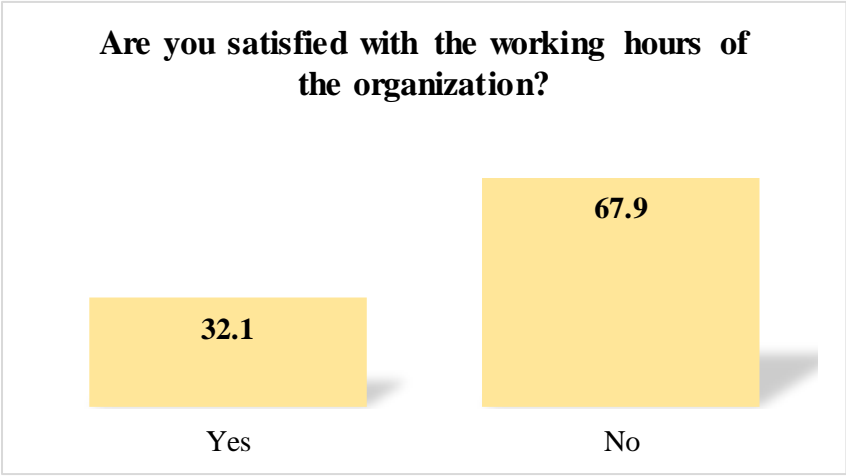


Figure 4.10: Graph of Working hours satisfaction-wise Respondents (%)

The working hours satisfaction profile of the respondents is plotted in Figure 4.10. Thirty-two percent are content with their working hours, compared to a huge majority of 67.9% who are not. This suggests an area that businesses may want to be concerned about because employee stress, burnout, and decreased job satisfaction may result from unsatisfactory working hours.

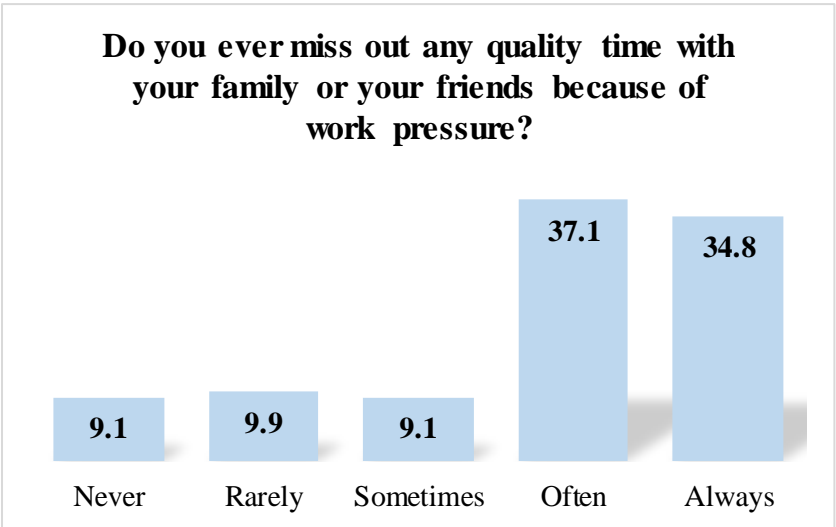


Figure 4.11: Graph of Balancing Work Pressure with Quality Time-wise Respondents (%)

The graph of respondents' experiences balancing work pressure and quality time is displayed in Figure 4.11. Due to work pressure, a sizable majority of respondents (37.1%) or (34.8%) always miss out on quality time. Only 9.1% of people never experience this, and 9.9% only do it infrequently. This implies that the majority's personal life are greatly impacted by work expectations, which may result in strained relationships and decreased well-being.

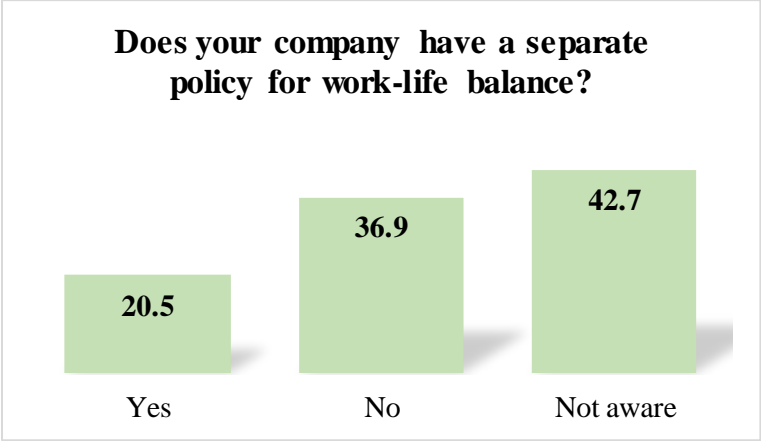


Figure 4.12: Graph of Company Policies on WLB-wise Respondents (%)

The graph of company policies regarding respondents' WLB is displayed in Figure 4.12. Many respondents either state that there is no WLB policy in place at their firm (36.9%) or state that they are unaware of it (42.7%). Merely 20.5% affirm that a policy is in place. This suggests that to support workers, there may be a need for improved communication as well as the introduction of WLB policies.

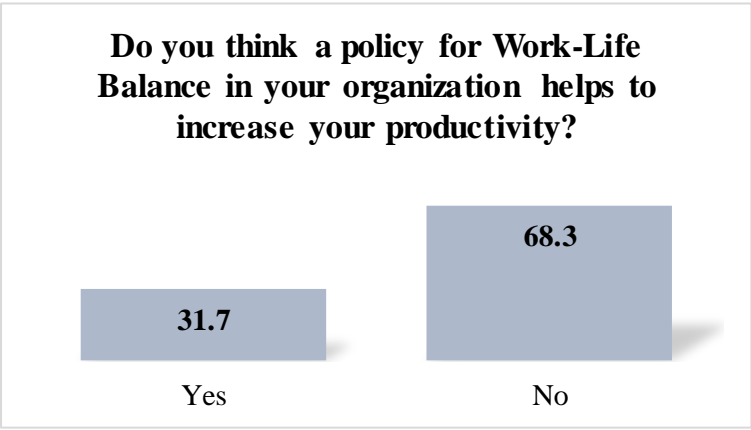


Figure 4.13: Graph of Impact of WLB Policies on Employee Productivity-wise Respondents (%)

An impact of WLB policies on employee productivity, as measured by respondents, is depicted in Figure 4.13. While 31.7% of respondents think a WLB legislation will enhance productivity, the majority of respondents (68.3%) do not think so. This may indicate a lack of experience with them or doubts about their efficacy, underscoring the necessity for organizations to prove the advantages of these policies.

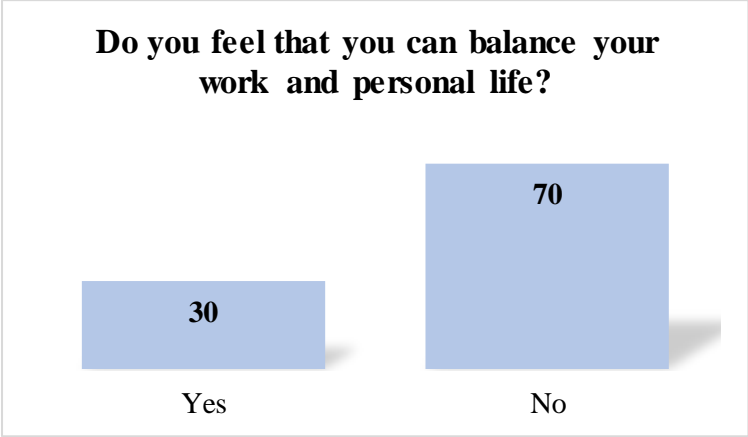


Figure 4.14: Graph of Balance between Work and personal Life-wise Respondents (%)

The graph of respondents' balance between work and personal life is displayed in Figure 4.14. Only 30.0% of respondents thought they could combine their personal and professional lives, compared to a sizable number (70.0%) who felt they couldn't. This disparity highlights the need for efforts to enhance WLB by indicating that job expectations are too much for many people.

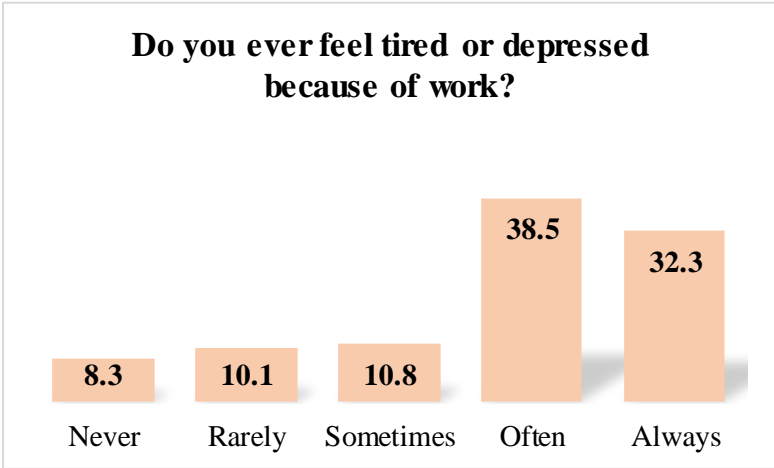


Figure 4.15: Graph of Work-Related Fatigue and Depression-wise Respondents (%)

The graph of respondents' work-related fatigue and depression is displayed in Figure 4.15. Only a small minority of respondents (8.3%) or rarely (10.1%) reported feeling fatigued or depressed as a result of their employment, compared to a substantial number who reported feeling this way often (38.5%) or always (32.3%). This suggests high levels of stress and burnout at work, which may have a detrimental effect on productivity and mental health.

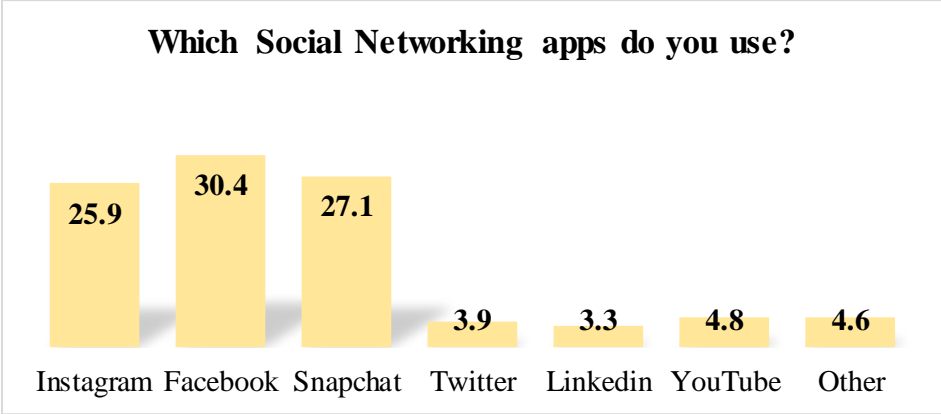


Figure 4.16: Graph of Social Networking apps-wise Respondents (%)

The graph of respondents' preferred social networking apps is displayed in Figure 4.16. The three most downloaded apps among respondents are Facebook (30.4%), Snapchat (27.1%), and Instagram (25.9%). Less often used apps include YouTube (4.8%), LinkedIn (3.3%), and Twitter (3.9%). Given how frequently respondents use social media, it is likely that these platforms play a big part in their everyday life, either as a way to stay in touch or relax from work-related stress.

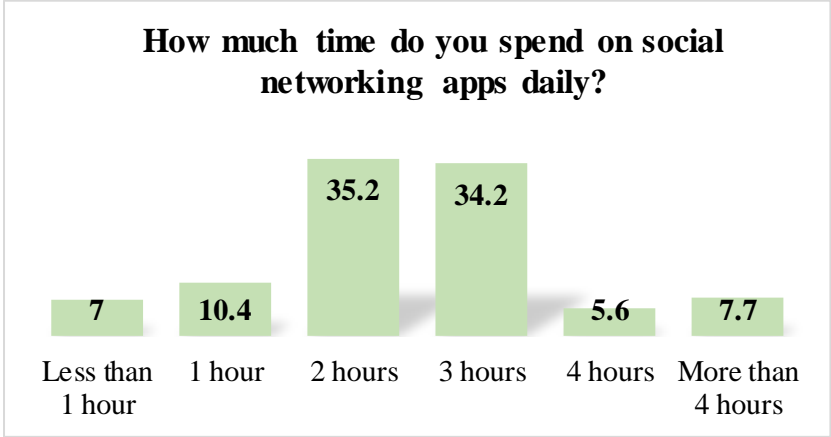


Figure 4.17: Graph of Daily Time Spent on Social Networking Apps-wise Respondents (%)

The graph of respondents' daily time spent using social networking apps is displayed in Figure 4.17. A significant portion of participants (35.2% and 34.2%, respectively) report using social networking apps for two to three hours every day. Less than one hour (7.0%), one hour (10.4%), or more than four hours (7.7%) are spent every day by smaller groups. This suggests heavy Social Media Usage, which may have an impact on WLB by acting as a coping method or a diversion.

4.2.2 Analysis of Work Satisfaction (WS)

Table 4.2 provides an overview of WS levels among respondents, focusing on their motivation, opportunities for growth, and recognition at work.

The first category assesses motivation to go to the workplace every day. A significant majority (61.1%) agree that they stay motivated, while 23.8% strongly agree. A smaller proportion of respondents express disagreement, with 10.6% disagreeing and 2.3% strongly disagreeing. A similar 2.3% remains neutral. This suggests that most employees feel motivated to attend work regularly, although a minority may struggle.

The second category examines whether employees feel they have opportunities for growth and development in their current roles. Here, 58.6% agree and 25.7% strongly agree that such opportunities exist, indicating a positive perception of professional development within the organization. Conversely, 10.8% disagree and 2.3% strongly disagree, while 2.7% remain neutral. This distribution indicates that most employees perceive growth opportunities, though a notable minority feels otherwise.

The third category focuses on whether employees feel recognized and valued for their contributions at work. The majority (57.8%) agree that they do, with 25.1% strongly agreeing. However, 13.5% of respondents disagree, and a smaller 0.6% strongly disagree, while 3.1% remain neutral. This indicates that while a majority feel appreciated at work, there is a significant portion of employees who do not feel sufficiently recognized.

Overall, the data suggests a generally positive WS environment, with most employees feeling motivated, recognizing opportunities for growth, and feeling valued for their contributions. However, the presence of a notable minority who disagree or remain neutral on these points indicates areas where the organization might improve, particularly in fostering recognition and addressing motivational challenges.

Table 4.2: Frequency table in terms of Work Satisfaction

Categories	Frequency	Percentage
I stay motivated to go to the workplace every day		
Strongly Disagree	11	2.3
Disagree	51	10.6
Neutral	11	2.3
Agree	295	61.1
Strongly Agree	115	23.8
I have opportunities for growth and development in my current role.		
Strongly Disagree	11	2.3
Disagree	52	10.8
Neutral	13	2.7
Agree	283	58.6
Strongly Agree	124	25.7
I feel recognized and valued for my contributions at work.		
Strongly Disagree	3	.6
Disagree	65	13.5
Neutral	15	3.1
Agree	279	57.8
Strongly Agree	121	25.1

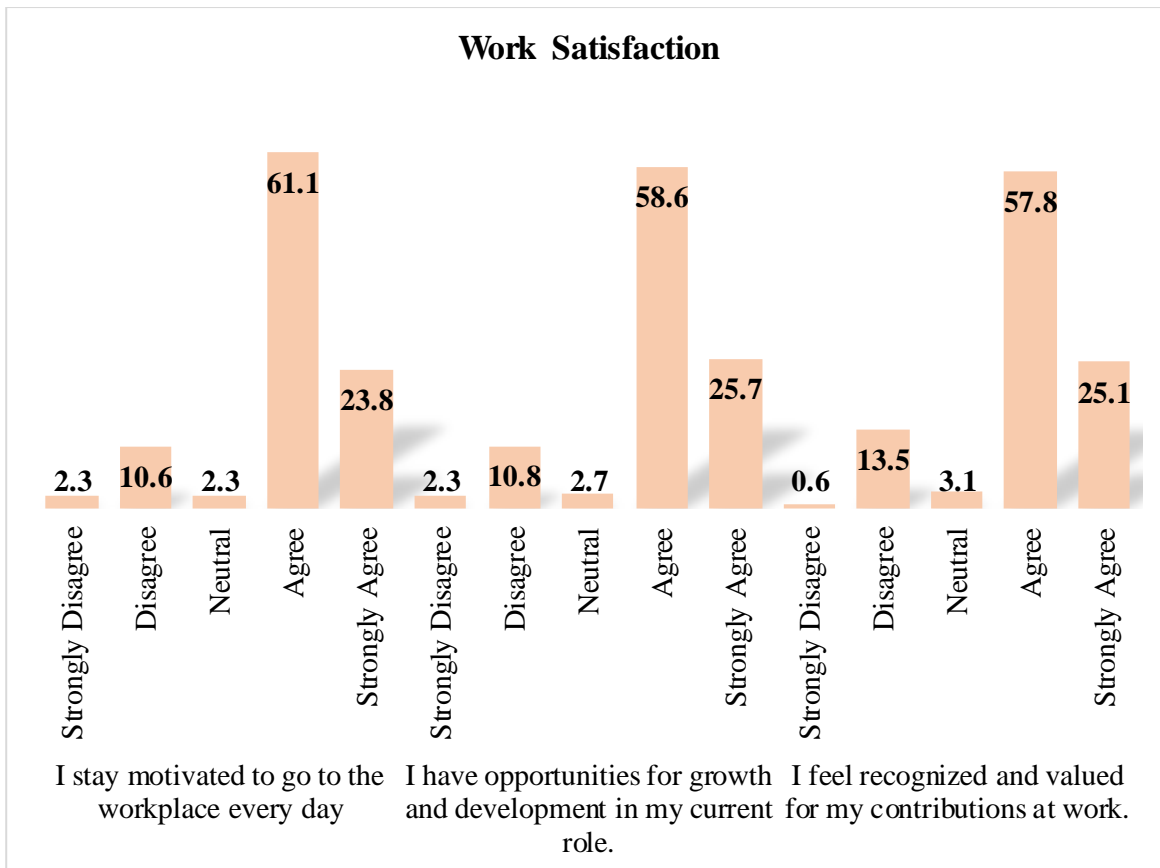


Figure 4.18: Graph of Work Satisfaction-wise respondents (%)

The WS graph presented in Figure 4.18 indicates that 61.1% of employees are driven to work every day, with 23.8% demonstrating great motivation. This suggests a productive workplace. The likelihood of growth and development is highly evaluated, with 25.7% strongly agreeing and 58.6% agreeing. Another important aspect is recognition, with 25.1% strongly agreeing and 57.8% agreeing. Nonetheless, a sizable portion reject or strongly disagree with these claims, suggesting possible problems with recognition, growth, and motivation at work.

4.2.3 Analysis of Family and Others (FO)

Table 4.3 presents insights into respondents' perceptions of family support, reliability of house help, and time spent with family members.

The first category assesses whether respondents have understanding and supportive family members and friends. A significant majority, 52.6%, agree with this statement, and 33.3% strongly agree, indicating that most respondents feel well supported by their social circles. A small percentage of respondents, 12.2%, disagree, while only 0.2% strongly disagree. The

neutral stance is taken by 1.7%. This suggests that while the majority of respondents feel supported by their family and friends, a small segment feels less supported.

The second category evaluates the reliability and consistency of house help. More than half of the respondents, 54.7%, agree that they have reliable and consistent house help, and 31.3% strongly agree. On the other hand, 10.6% disagree, and 1.9% strongly disagree with this statement, while 1.7% remain neutral. This distribution shows that a majority of respondents are satisfied with reliability of their house help, although there is a notable minority that experiences issues with consistency and reliability.

The third category investigates whether respondents feel they get enough time to spend with their kids, dependent elders, or other family members. A majority, 54.9%, agree that they do not get enough time, and 29.2% strongly agree. Meanwhile, 12% disagree with this statement, and 1.9% strongly disagree, while 2.1% remain neutral. This indicates that a significant portion of respondents struggle with balancing their time between work and family obligations, suggesting that time management and WLB might be areas of concern for many.

In summary, the data indicates that while most respondents feel supported by their families and have reliable house help, many struggle to find enough time for their family members, highlighting the challenge of balancing work and family responsibilities.

Table 4.3: Frequency table in terms of Family and others

Categories	Frequency	Percentage
I have understanding and supportive family members and friends		
Strongly Disagree	1	.2
Disagree	59	12.2
Neutral	8	1.7
Agree	254	52.6
Strongly Agree	161	33.3
I have reliable and consistent house help		
Strongly Disagree	9	1.9
Disagree	51	10.6
Neutral	8	1.7
Agree	264	54.7

Strongly Agree	151	31.3
I don't get enough time to spend on kids, dependent elders or other family members		
Strongly Disagree	9	1.9
Disagree	58	12.0
Neutral	10	2.1
Agree	265	54.9
Strongly Agree	141	29.2

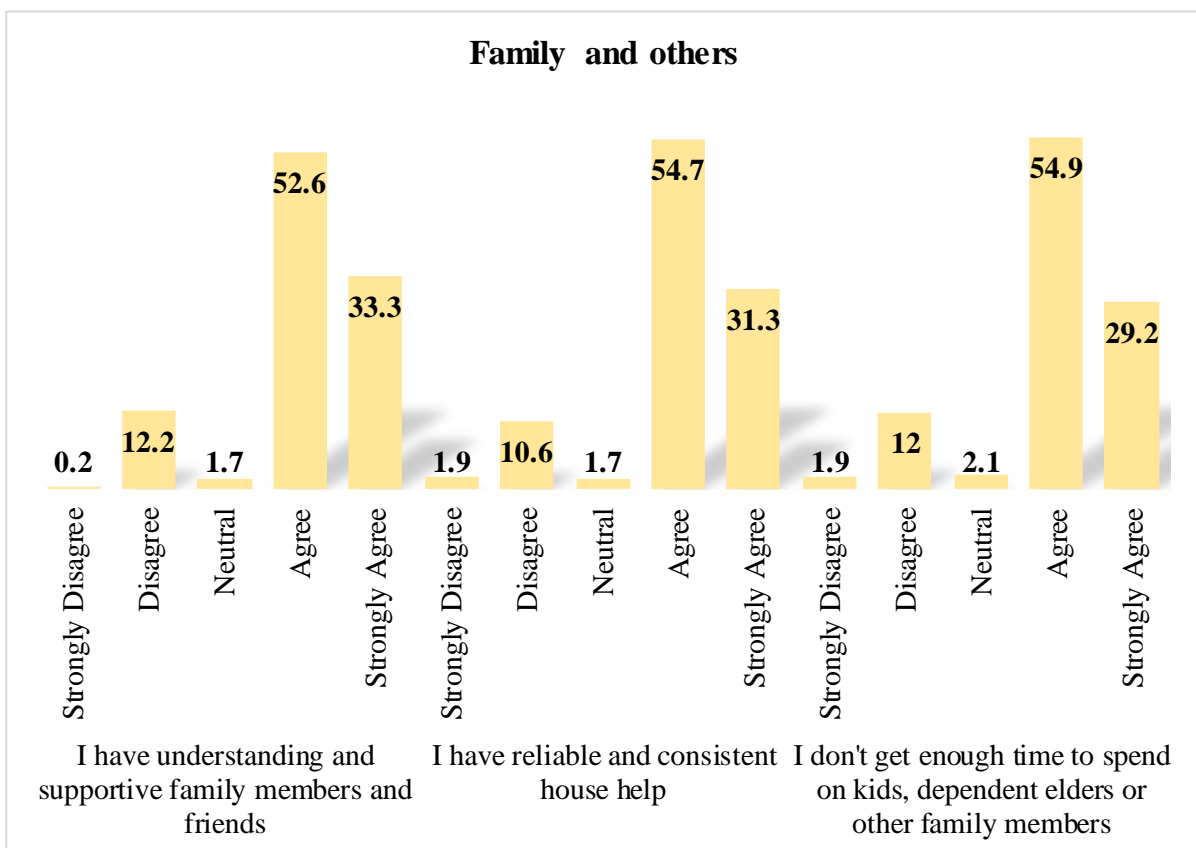


Figure 4.19: Graph of Family and other respondents (%)

The graph of FO respondents, which examines employees' availability of home help, time spent with family, and support from family, is displayed in Figure 4.19.

The fact that more than 85% of workers have encouraging friends and family suggests that there is a robust support network at home. More than 86% of workers believe they receive trustworthy support in running their homes. Nonetheless, 84% of workers say they don't spend enough time with their families, which emphasizes how important WLB is. This emphasizes

the necessity for workers to devote enough time to their personal life even in the face of having home help and support systems.

4.2.4 Analysis of Work Environment Satisfaction (WES)

Table 4.4 explores respondents' satisfaction with their work environment, specifically focusing on the attitudes of superiors, colleagues, and the overall organizational culture.

A significant proportion of respondents are satisfied with the attitude of their superiors, with 54.0% agreeing and 30.2% strongly agreeing, indicating a generally positive perception. However, 11.8% disagree and 1.9% strongly disagree, suggesting some dissatisfaction exists. When it comes to the attitude of colleagues, 58.8% agree, & 24.2% strongly agree that they are satisfied, while 11.2% disagree and 2.5% strongly disagree. This suggests that most respondents find their colleagues' attitudes favorable, although a minority experiences some issues.

Regarding the organizational culture, 60.2% agree and 24.8% strongly agree that it positively contributes to their work environment, reflecting a strong endorsement of the workplace culture. Yet, 11.0% disagree and 1.0% strongly disagree, pointing to potential areas for improvement.

Overall, the majority of respondents express satisfaction with the work environment, particularly in terms of relationships with superiors and colleagues, as well as the influence of organizational culture. However, the data also highlights a minority who feel less positive, indicating areas where organizational improvements might be needed to enhance overall satisfaction.

Table 4.4: Frequency table in terms of Work environment satisfaction

Categories	Frequency	Percentage
I am satisfied with the attitude of superiors		
Strongly Disagree	9	1.9
Disagree	57	11.8
Neutral	10	2.1
Agree	261	54.0
Strongly Agree	146	30.2

I am satisfied with the attitude of colleagues		
Strongly Disagree	12	2.5
Disagree	54	11.2
Neutral	16	3.3
Agree	284	58.8
Strongly Agree	117	24.2
Organizational culture positively contributes to my work environment		
Strongly Disagree	5	1.0
Disagree	53	11.0
Neutral	14	2.9
Agree	291	60.2
Strongly Agree	120	24.8

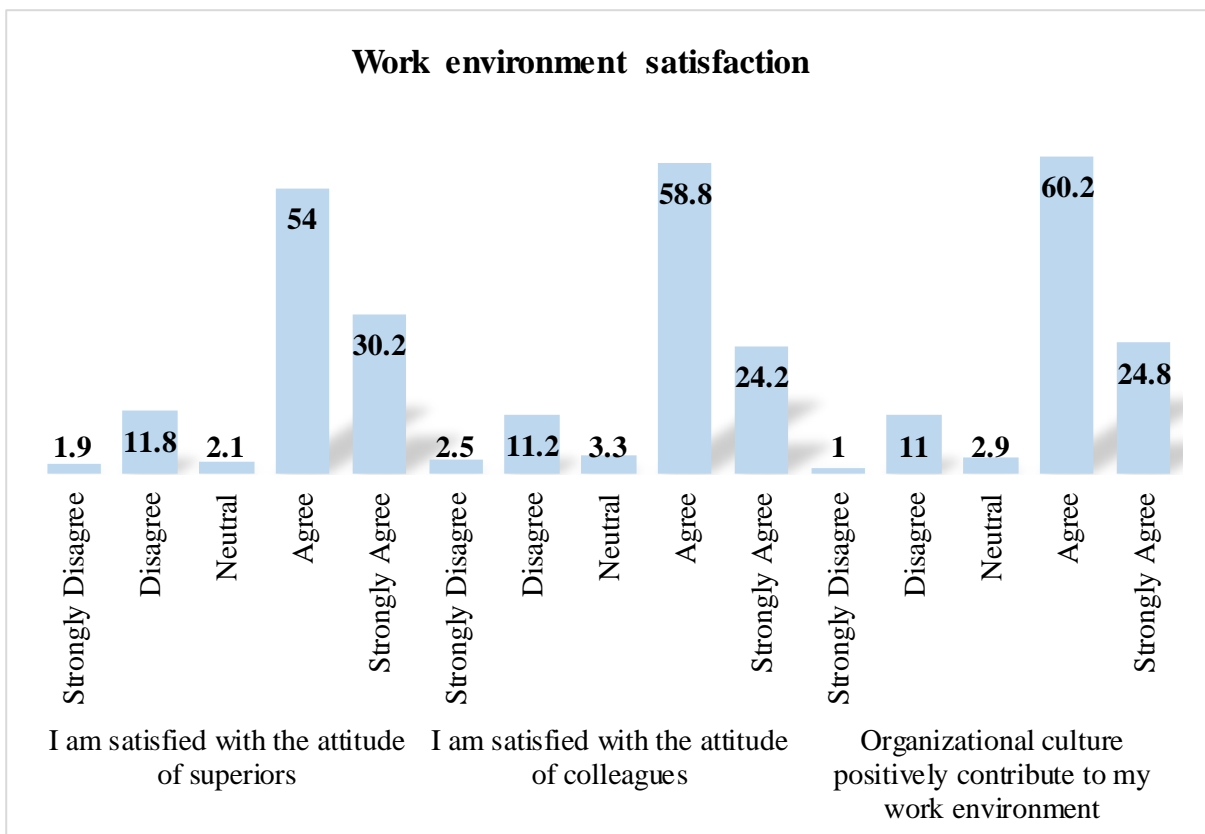


Figure 4.20: Graph of Work environment Satisfaction respondents (%)

The WES graph presented in Figure 4.20 illustrates that employees feel generally satisfied with the attitudes of their colleagues (58.8% and 24.2% strongly agree) and superiors (54%

and 30.2% strongly agree), indicating a positive perception of interpersonal relationships. Supportive and good company culture has a major impact on employee happiness, as seen by the 60.2% and 24.8% strongly believe that it favorably adds to the work experience.

A minority does, however, voice unhappiness in these areas and offer suggestions for advancement. Most workers have a positive overall impression of their workplace, with a helpful and upbeat atmosphere playing a big part.

4.2.5 Analysis of Balance

Table 4.5 illustrates the respondents' perceptions of balance between work & personal life. A significant majority, 83.6% (272 agreeing and 132 strongly agreeing), feel stressed due to difficulties in balancing work and personal life. This indicates that managing WLB is a considerable challenge for most respondents. Only a small fraction, 12.7%, disagrees or strongly disagrees, suggesting that stress from balancing these aspects is prevalent.

Regarding the influence of family on WLB, 53.8% agree and 28.4% strongly agree that the non-supportive nature of their family members contributes to this imbalance. This suggests that a lack of family support is a significant factor in their struggles with maintaining balance. Conversely, only 14.3% disagree or strongly disagree, implying that family support is generally seen as crucial in achieving WLB.

In terms of the workplace environment, 58% agree and 25.9% strongly agree that a non-supportive work environment is responsible for their work-life imbalance. This further highlights the importance of a supportive work culture in helping employees manage their personal and professional responsibilities. A smaller percentage, 12.8%, disagree or strongly disagree, indicating that for a minority, the workplace environment is not a major source of imbalance.

Overall, the data from this table emphasizes that both family and workplace support are critical in achieving a healthy WLB. The high levels of agreement suggest that most respondents feel their struggles with balance are influenced by external factors in both their personal and professional lives. Addressing these areas could be key in helping employees better manage their work and personal life commitments.

Table 4.5: Frequency table in terms of Balance

Categories	Frequency	Percentage
I often feel stressed due to difficulties in balancing work and personal life.		
Strongly Disagree	10	2.1
Disagree	51	10.6
Neutral	18	3.7
Agree	272	56.3
Strongly Agree	132	27.3
I feel non-supportive nature of my family members is accountable for imbalance in work life balance		
Strongly Disagree	13	2.7
Disagree	56	11.6
Neutral	17	3.5
Agree	260	53.8
Strongly Agree	137	28.4
I feel non-supportive environment at my work place is accountable for imbalance in work life balance		
Strongly Disagree	13	2.7
Disagree	49	10.1
Neutral	16	3.3
Agree	280	58.0
Strongly Agree	125	25.9

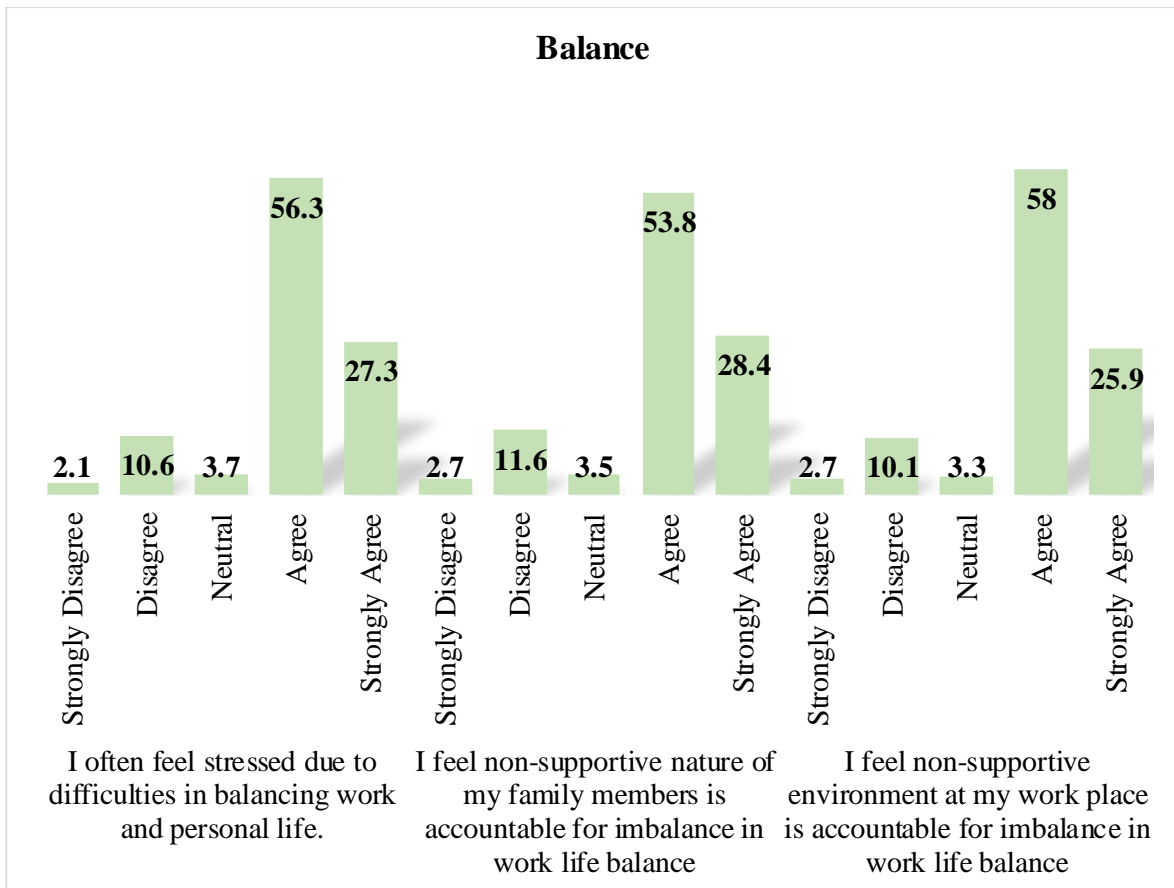


Figure 4.21: Graph of Balance respondents (%)

The graph of Balance respondents in Figure 4.21 demonstrates that a sizable portion of workers, 56.3% and 27.3%, experience stress as a result of finding it difficult to balance their personal and professional lives. A non-supportive home situation makes this worse, according to 53.8% and 28.4% of respondents who strongly agreed.

The capacity to strike a balance between work and life is also significantly impacted by an unsupportive work environment. Both statistics emphasize the significance of assistance from the workplace and family in attaining a WLB, and they imply that advancements in both domains may reduce worker stress.

4.2.6 Analysis of Personal Life Satisfaction (PLS)

Table 4.6 presents data on PLS, focusing on time allocation for personal needs, lifestyle satisfaction, and the ability to pursue hobbies. A significant majority, 61.1% of respondents, agree and 23.8% strongly agree that they are satisfied with the amount of time they can

dedicate to their own needs. This indicates that most employees feel they have adequate time to address their personal needs, reflecting a positive view of personal time management.

In terms of lifestyle satisfaction, 58.4% of employees agree and 25.7% strongly agree that they are content with their healthy lifestyle practices, such as regular exercise, balanced diet, and sufficient sleep. This suggests that a majority of employees are satisfied with their health-related behaviors, which are crucial for overall well-being.

Regarding the pursuit of hobbies and interests, 58.0% agree and 24.8% strongly agree that they have enough time to engage in activities that bring them joy and relaxation. This demonstrates that most employees feel they can balance their work with personal interests, contributing to their overall life satisfaction. Overall, the table indicates that employees generally feel positive about their personal time management, lifestyle, and ability to pursue enjoyable activities, reflecting a favorable sense of PLS.

Table 4.6: Frequency table in terms of Personal life satisfaction

Categories	Frequency	Percentage
I am satisfied with the amount of time I can dedicate to my own needs		
Strongly Disagree	11	2.3
Disagree	51	10.6
Neutral	11	2.3
Agree	295	61.1
Strongly Agree	115	23.8
I am satisfied with my healthy life style (i.e. Regular exercises, balanced diet, sufficient sleep etc)		
Strongly Disagree	11	2.3
Disagree	53	11.0
Neutral	13	2.7
Agree	282	58.4
Strongly Agree	124	25.7
I believe that I have sufficient time to pursue hobbies or interests that bring me joy and relaxation		
Strongly Disagree	3	.6
Disagree	65	13.5

Neutral	15	3.1
Agree	280	58.0
Strongly Agree	120	24.8

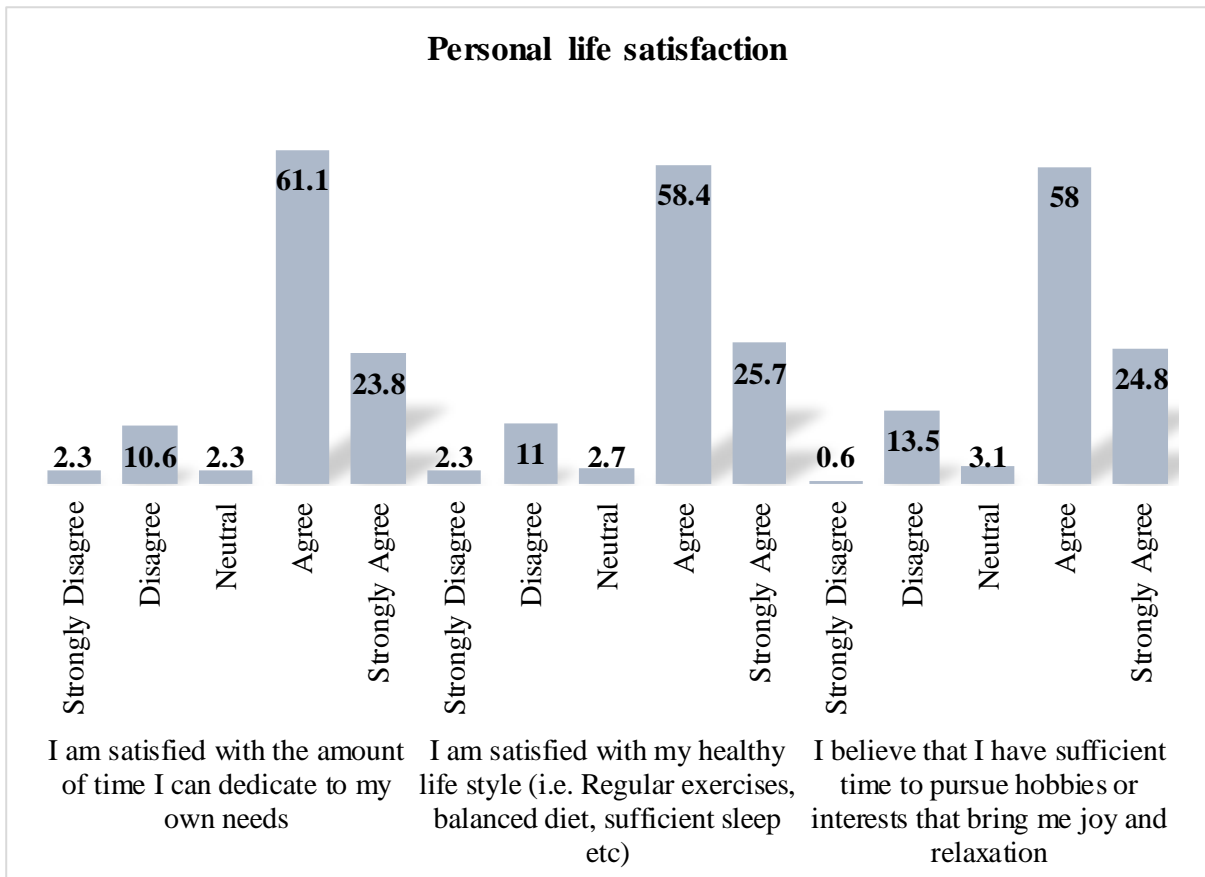


Figure 4.22: Graph of Personal Life Satisfaction Respondents (%)

The graph of respondents' PLS in Figure 4.22 reveals that 61.1% of workers are content with their WLB, with 23.8% strongly agreeing. Furthermore, 58.4% of them and 25.7% of them strongly agree that they are happy with their healthy lifestyle. Furthermore, 58.0% and 24.8% of respondents concur that they have enough time for hobbies and relaxation, demonstrating a healthy balance between work & play. These results imply that employees are highly satisfied with their personal time, health habits, and leisure activities.

4.2.7 Analysis of Happiness

Table 4.7 explores the role of various factors in contributing to personal happiness, focusing on work, salary, and family. Regarding work, 54.0% of respondents agree, and 30.2% strongly

agree that their work is the most significant factor in their happiness. This indicates that a majority of employees perceive their work as a major contributor to their overall happiness, highlighting the importance of job satisfaction in their lives.

When it comes to salary, 58.4% agree, and 24.6% strongly agree that their salary is the most significant factor in their happiness. This shows that a substantial portion of employees view their salary as a key element influencing their happiness, underscoring the importance of financial compensation in job satisfaction. Family plays a crucial role for many employees, with 59.8% agreeing and 25.3% strongly agreeing that their family is the most significant factor in their happiness.

This suggests that family support and relationships are highly valued and contribute significantly to the overall happiness of employees. Overall, the table illustrates that while work and salary are important for many employees, family is also a crucial factor in determining their happiness, reflecting a balanced view of the multiple aspects that contribute to personal well-being.

Table 4.7: Frequency table in terms of happiness

Categories	Frequency	Percentage
My work is the most significant factor to my happiness		
Strongly Disagree	9	1.9
Disagree	57	11.8
Neutral	10	2.1
Agree	261	54.0
Strongly Agree	146	30.2
My salary is most significant factor to my happiness		
Strongly Disagree	12	2.5
Disagree	54	11.2
Neutral	16	3.3
Agree	282	58.4
Strongly Agree	119	24.6
My family is most significant factor to my happiness		
Strongly Disagree	5	1.0
Disagree	53	11.0

Neutral	14	2.9
Agree	289	59.8
Strongly Agree	122	25.3

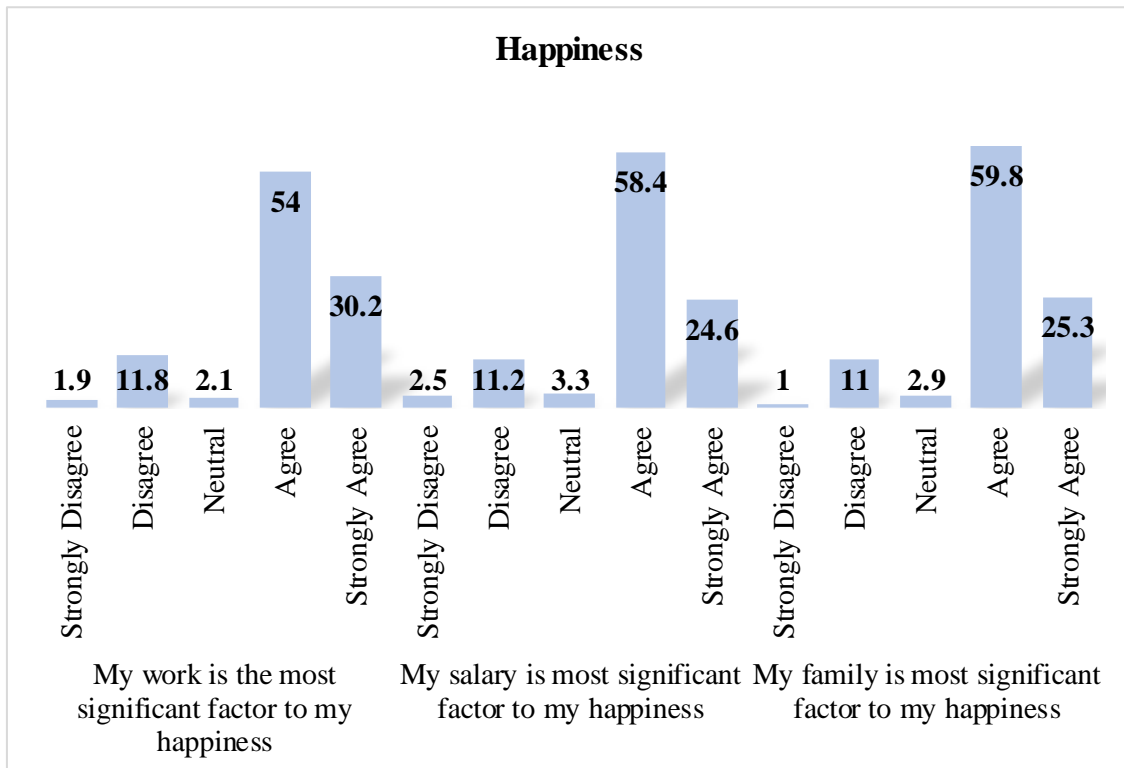


Figure 4.23: Graph of Happiness Respondents (%)

The happiness respondents' graph, as shown in Figure 4.23, emphasizes the significance of employment, income, and family in influencing an individual's level of happiness.

Work is an important element in happiness, as agreed upon by 54% and 30.2% of respondents, respectively. With 58.4% and 24.6% of respondents saying that salary is an important element in happiness, salary is another important aspect. Family is the most important aspect, according to 59.8% and 25.3% of respondents, respectively, who said that their happiness is mostly influenced by their relationships with their family.

4.2.8 Analysis of Stress Levels (SL)

Table 4.8 examines how various aspects contribute to overall SL, focusing on work, family, and personal health. A majority of respondents, 60.7%, agree & 23.2% strongly agree that

their work significantly contributes to their overall SL. This indicates that for many individuals, work-related factors such as workload, job demands, or workplace environment are major sources of stress.

Regarding family, 56.5% of respondents agree & 25.5% strongly agree that family significantly contributes to their SL. This suggests that family dynamics, responsibilities, or relationships also play a substantial role in affecting stress, reflecting impact of personal life on emotional well-being. When it comes to personal health, 54.9% agree and 23.6% strongly agree that they frequently experience feelings of depression or hypertension. This points to a notable level of personal distress among respondents, which may be linked to both work and family-related stressors.

Overall, the table highlights that while work and family are significant contributors to stress, there is also a considerable prevalence of personal health issues such as depression and hypertension among the respondents. This underscores the interconnected nature of work, family, and health in influencing overall SL.

Table 4.8: Frequency table in terms of Stress

Categories	Frequency	Percentage
My work significantly contributes to my overall SL		
Strongly Disagree	11	2.3
Disagree	56	11.6
Neutral	11	2.3
Agree	293	60.7
Strongly Agree	112	23.2
My family significantly contributes to my overall SL		
Strongly Disagree	9	1.9
Disagree	63	13.0
Neutral	15	3.1
Agree	273	56.5
Strongly Agree	123	25.5
I frequently have feelings of depression or hypertension		
Strongly Disagree	20	4.1
Disagree	64	13.3

Neutral	20	4.1
Agree	265	54.9
Strongly Agree	114	23.6

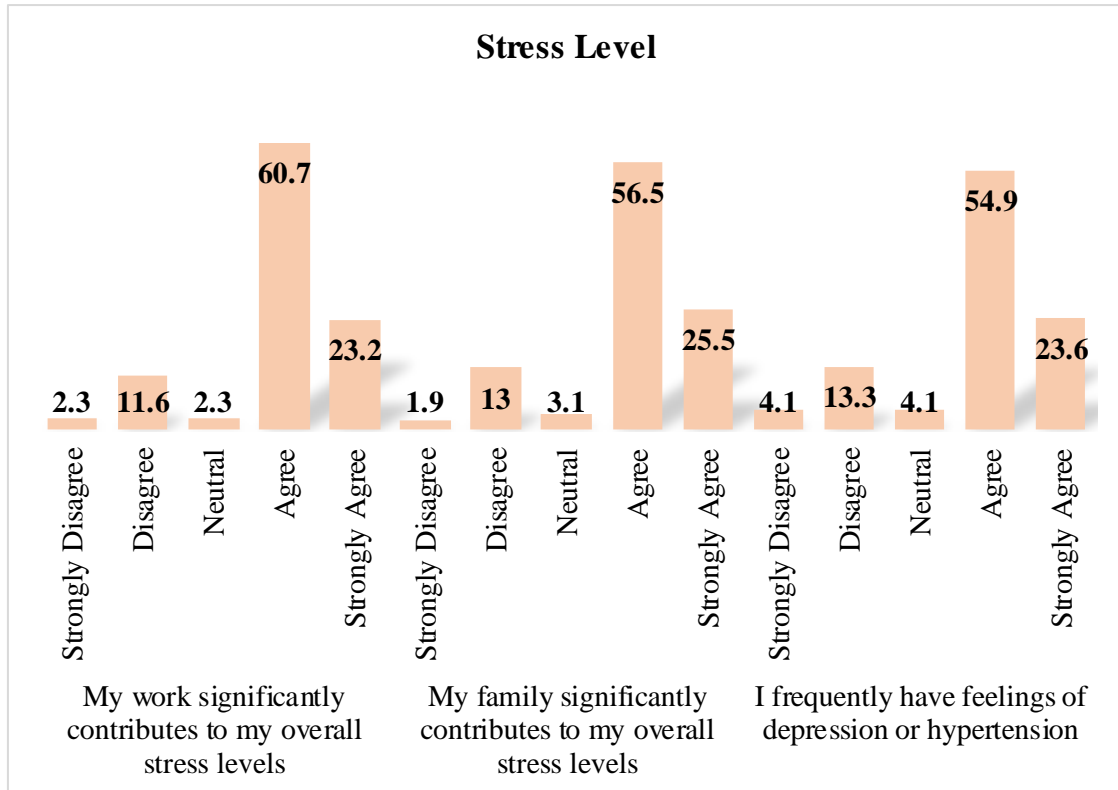


Figure 4.24: Graph of Stress Levels Respondents (%)

With 60.7% and 23.2% of respondents admitting that work considerably adds to their overall SL, Figure 4.24 displays the SL respondents' graph indicating that work is the leading source of SL among respondents. SL is also influenced by family relationships and duties, with 56.5% and 25.5% strongly agreeing, respectively. Personal health problems like depression or high blood pressure are common; respectively, 54.9% and 23.6% of respondents said they often experience these symptoms. This demonstrates how intricately job, family, and health interact to determine a person's total SL.

4.2.9 Analysis of Social Media Usage (SMU)

Table 4.9 explores the influence of SMU on WLB, stress management, and emotional support. A significant majority, 56.5%, agree and 26.7% strongly agree that SMU acts as a hindrance

to their WLB. This indicates that for many individuals, SMU disrupts their ability to maintain a healthy separation between work & personal life, possibly leading to increased stress & reduced productivity.

Conversely, 62.1% of respondents agree and 22.4% strongly agree that SMU enables faster ventilation of stress. This suggests that SMU platforms serve as a quick outlet for expressing and managing stress, allowing individuals to share their feelings and receive support promptly. Additionally, 52.2% agree and 32.3% strongly agree that SMU supports them in connecting with loved ones during times of distress. This demonstrates the positive role of SMU in providing emotional support and maintaining connections with friends and family, which can be crucial during challenging times.

Overall, while SMU is seen as a hindrance to WLB for many, it is also valued for its role in stress management and providing emotional support. This reflects the dual nature of SMU as both a potential disruptor and a source of relief in personal and professional life.

Table 4.9: Frequency table in terms of Social Media Usage

Categories	Frequency	Percentage
Social media is a hindrance to my WLB		
Strongly Disagree	5	1.0
Disagree	59	12.2
Neutral	17	3.5
Agree	273	56.5
Strongly Agree	129	26.7
Social media enables faster ventilation of stress		
Strongly Disagree	3	.6
Disagree	61	12.6
Neutral	11	2.3
Agree	300	62.1
Strongly Agree	108	22.4
Social media supports me to connect with dear ones at times of distress		
Strongly Disagree	9	1.9
Disagree	56	11.6
Neutral	10	2.1

Agree	252	52.2
Strongly Agree	156	32.3

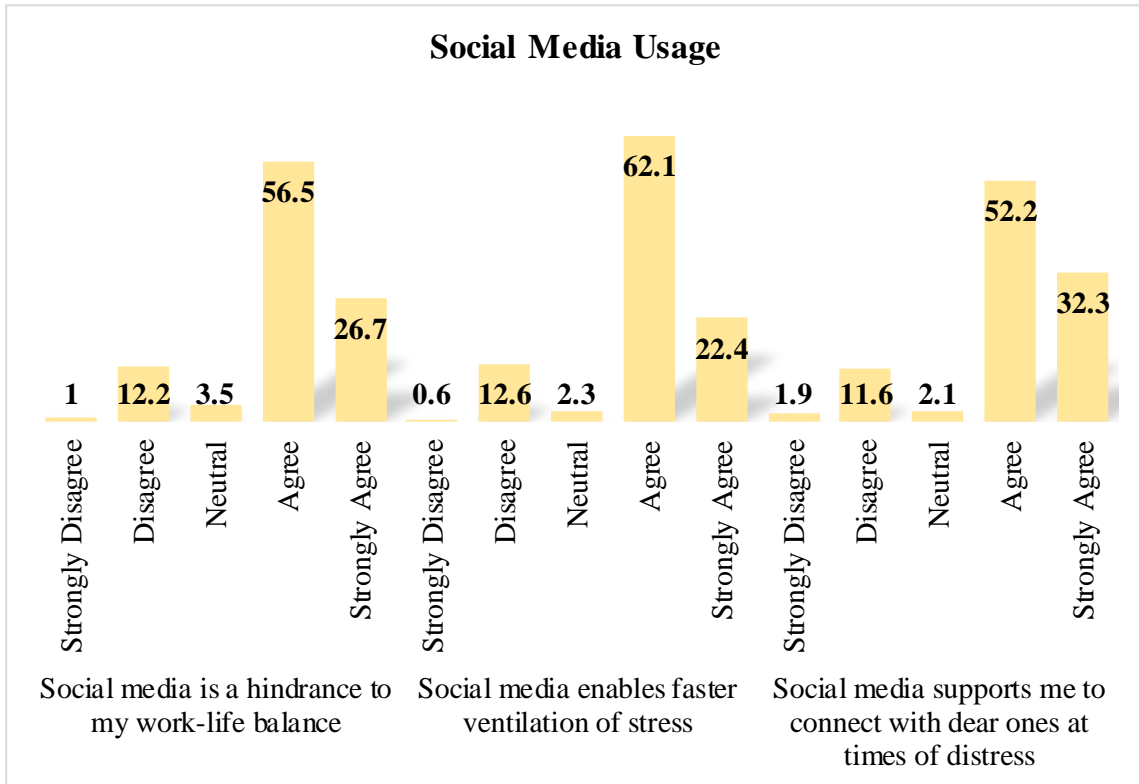


Figure 4.25: Graph of Social Media Usage Respondents (%)

The graph of SMU responses is displayed in Figure 4.25. It reveals that 56.5% of people believe SMU interferes with their ability to maintain a WLB by erasing distinction among work & personal time. Nonetheless, 62.1% concur that social networking is an effective technique for stress management, allowing stress to be vented more quickly. Furthermore, 52.2% concur that SMU facilitates communication with loved ones during trying times.

This demonstrates the dual role that SMU plays in contemporary life since, in addition to creating difficulties for WLB, it can also be a coping strategy and a way to stay in touch with people.

4.2.10 Analysis of Work Brought Home (WBH)

Table 4.10 examines the extent to which work is brought home and its impact on personal and family time. A majority of respondents, 54.7% agree and 25.3% strongly agree, that they

frequently bring work home to meet deadlines or complete tasks. This reflects a common practice where employees extend their work into personal time to ensure job responsibilities are fulfilled, suggesting a high level of work commitment and possibly an imbalance between work and home life.

Additionally, 50.1% of respondents agree and 26.7% strongly agree that they often sacrifice personal or family time to catch up on WBH. This indicates that many individuals feel compelled to forgo personal activities and family time in favor of work obligations, highlighting a potential influence on WLB & personal well-being.

Furthermore, 50.9% agree and 31.7% strongly agree that they are always connected to office work through calls and mail. This suggests pervasive connectivity to work beyond office hours, which can contribute to work-related stress and blur the boundaries between professional and personal life. Overall, these findings underscore the challenges employees face in managing work-home boundaries, often leading to sacrifices in personal time and constant connectivity to work.

Table 4.10: Frequency table in terms of Work brought home

Categories	Frequency	Percentage
I frequently bring work home to meet deadlines or complete tasks		
Strongly Disagree	21	4.3
Disagree	55	11.4
Neutral	21	4.3
Agree	264	54.7
Strongly Agree	122	25.3
I often sacrifice personal or family time to catch up on WBH		
Strongly Disagree	15	3.1
Disagree	79	16.4
Neutral	18	3.7
Agree	242	50.1
Strongly Agree	129	26.7
I am always connected to office work through calls and mail		
Strongly Disagree	13	2.7

Disagree	63	13.0
Neutral	8	1.7
Agree	246	50.9
Strongly Agree	153	31.7

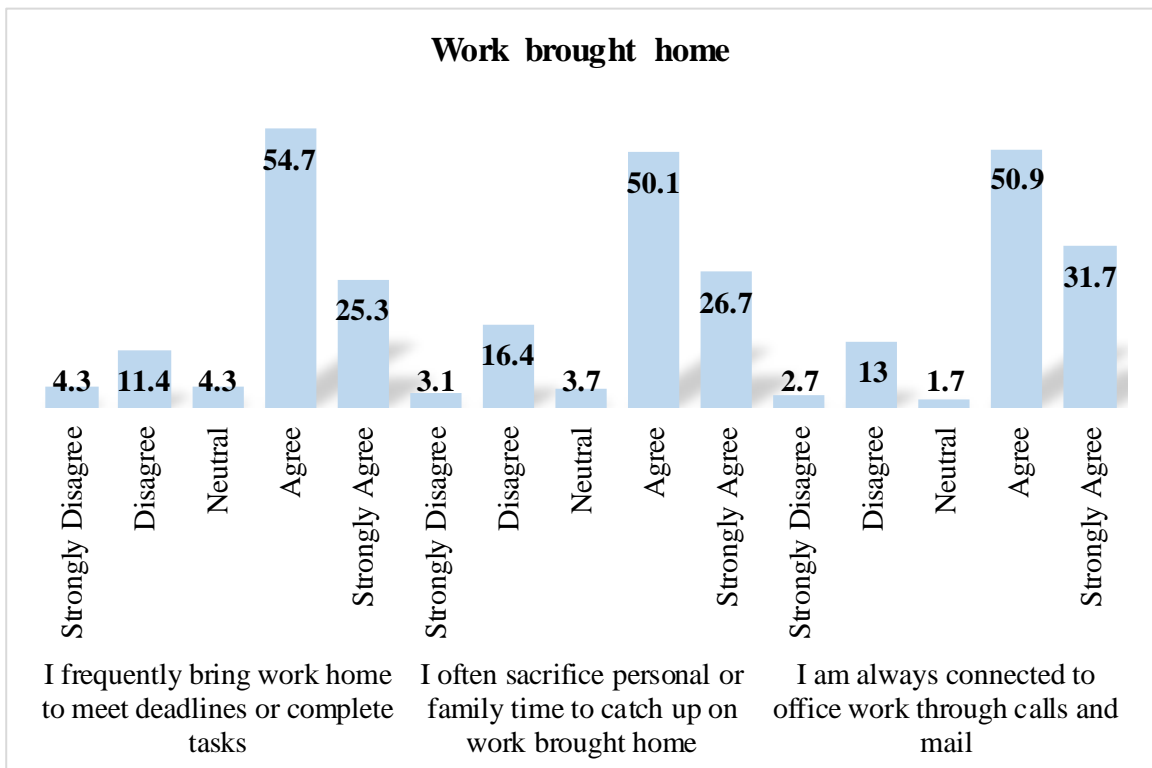


Figure 4.26: Graph of Work Brought Home Respondents (%)

The graph of responders to the question WBH (Figure 4.26) displays the employees' answers about taking work home, forgoing family or personal time, and keeping in touch with the workplace via emails and calls. 54.7 percent of respondents support carrying work home to meet deadlines. A consensus was also reached on giving up personal time for work (50.1%). Furthermore, a sizable portion concurs that they are always in contact with work via emails and calls (50.9%).

Overall, there is strong agreement across all three scenarios, suggesting that there is a widespread culture of extending work into personal time.

4.2.11 Analysis of Time to de-stress (TDS)

Table 4.11 explores respondents' ability to disconnect from work-related stressors and prioritize personal time for de-stressing. A significant portion of respondents, 54.0% agree and 31.3% strongly agree, that they can disconnect from work-related stressors during their time. This indicates that many individuals successfully separate work from their personal lives, allowing them to unwind and manage stress effectively.

Regarding the prioritization of personal time, 56.3% of respondents agree and 28.6% strongly agree that having time for themselves to de-stress is a priority in their daily routine. This suggests that a majority of people actively schedule and value personal time for relaxation and stress relief, highlighting the importance of self-care in maintaining WLB.

Moreover, 58.4% of respondents agree & 26.7% strongly agree that they feel they have enough TDS and rejuvenate outside of work hours. This response reflects a generally positive view on personal time management, indicating that most individuals find sufficient opportunity to recuperate from work-related stress. Overall, the data shows that while many respondents manage to disconnect from work and prioritize de-stressing, there is still a small proportion who struggle with these aspects.

Table 4.11: Frequency table in terms of Time to de-stress

Categories	Frequency	Percentage
I am able to disconnect from work-related stressors during my personal time		
Strongly Disagree	1	.2
Disagree	62	12.8
Neutral	8	1.7
Agree	261	54.0
Strongly Agree	151	31.3
Having time for myself to de-stress is a priority in my daily routine		
Strongly Disagree	9	1.9
Disagree	56	11.6
Neutral	8	1.7
Agree	272	56.3
Strongly Agree	138	28.6

Overall, I feel that I have enough TDS and rejuvenate outside of work hours		
Strongly Disagree	5	1.0
Disagree	52	10.8
Neutral	15	3.1
Agree	282	58.4
Strongly Agree	129	26.7

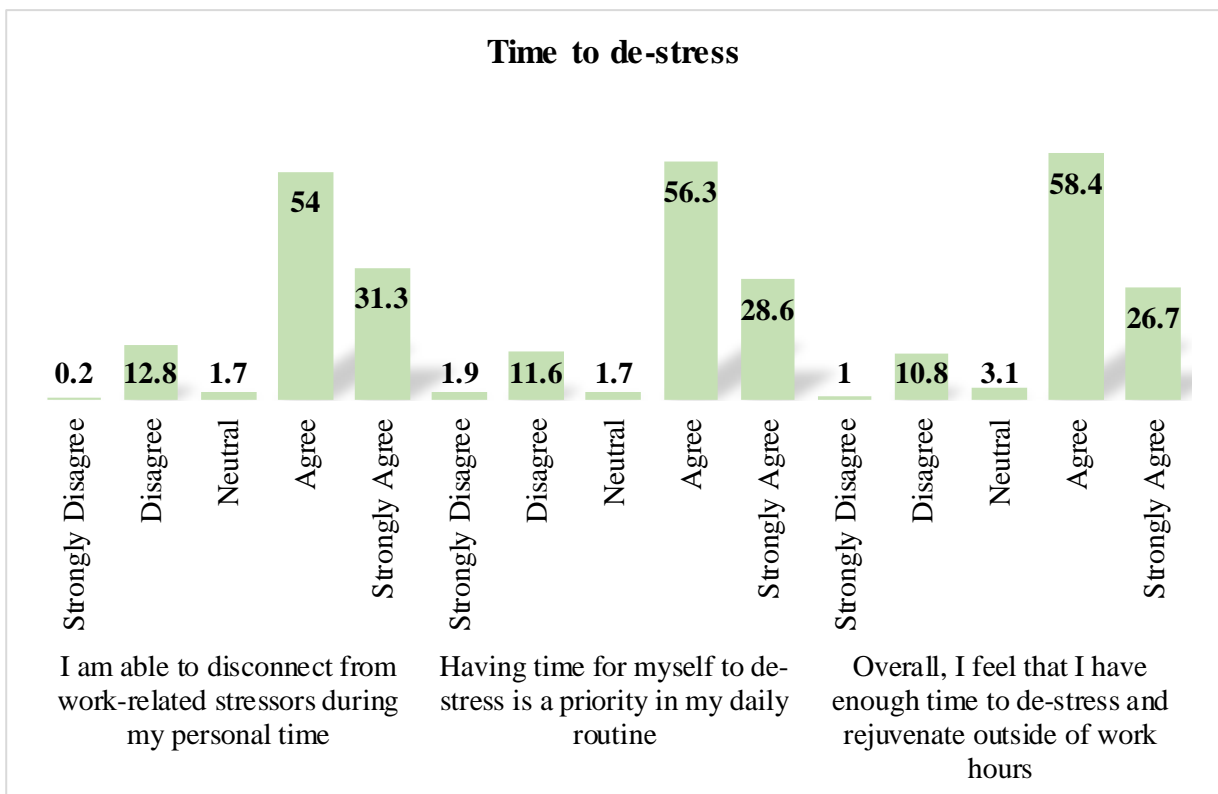


Figure 4.27: Graph of Time to De-stress Respondents (%)

The graph in Figure 4.27 illustrates how employees view their capacity for stress relief. A majority of respondents (54%) and (56.3%) concur that they can emphasize de-stressing in their daily routines and disconnect from work-related stress during their leisure time. In a similar vein, 58.4% of respondents believe they have adequate time to relax after work. Additionally, a sizable portion strongly concurs with these assertions.

On the other hand, 10.8% of respondents disagree, especially when it comes to having enough TDS. According to the research, most workers can de-stress well, but a significant minority find it difficult to find enough time to unwind outside of work.

4.3 Descriptive Statistics

Table 4.12 presents descriptive statistics for various sociodemographic factors, providing a comprehensive overview of sample characteristics. The Age variable has a mean of 2.71 and an SD of 1.094, suggesting a sample primarily in the 21-30 age range. Marital Status has a mean of 1.51 and an SD of 0.500, reflecting a roughly even distribution between unmarried and married respondents.

In terms of Educational Qualification, the mean is 3.54 with an SD of 0.968, showing a concentration of participants with bachelor's & master's degrees. Occupation has a mean of 2.74 and an SD of 1.541, indicating diverse job roles, with significant representation in the IT and banking sectors. The Family Composition mean is 2.45, with an SD of 0.819, suggesting most respondents have one or two children. For Type of Family, the mean is 1.67, indicating a majority from nuclear families.

City of Residence shows a mean of 2.44, with an SD of 1.089, highlighting major representation from cities like Vadodara and Surat. Regarding work-related aspects, the mean for Workdays per Week is 1.87, reflecting a typical 5-6 day work week, while the Hours Worked Daily has a mean of 2.43, showing varied working hours. Satisfaction with working hours has a mean of 1.68, indicating general satisfaction. The mean for missing quality time due to work pressure is 3.78, reflecting frequent occurrences.

The presence of a WLB policy in organizations has a mean of 2.22, indicating mixed awareness. Policy Impact on Productivity has a mean of 1.68, suggesting a belief in the positive impact of such policies. Respondents feel they can balance work & personal life with a mean of 1.70 while experiencing work-related fatigue or depression averages at 3.76. Social Media Usage has a mean of 2.61, indicating moderate usage and time spent on social networking apps daily has a mean of 3.44, reflecting significant engagement.

Table 4.12: Descriptive Statistics for Sociodemographic Factors

	n	Mean	Std. Deviation	Std. Error Mean
Age	483	2.71	1.094	.050
Marital Status	483	1.51	.500	.023
Educational Qualification	483	3.54	.968	.044

Occupation	483	2.74	1.541	.070
Family Composition	483	2.45	.819	.037
Type of Family	483	1.67	.472	.021
You are from which city?	483	2.44	1.089	.050
How many days do you work in a week?	483	1.87	.776	.035
How many hours do you work each day?	483	2.43	.882	.040
Are you satisfied with the working hours of the organization?	483	1.68	.467	.021
Do you ever miss out any quality time with your family or your friends because of work pressure?	483	3.78	1.270	.058
Does your company have a separate policy for WLB?	483	2.22	.764	.035
Do you think a policy for WLB in your organization helps to increase your productivity?	483	1.68	.466	.021
Do you feel that you can balance your work and personal life?	483	1.70	.459	.021
Do you ever feel tired or depressed because of work?	483	3.76	1.237	.056
Which Social Networking apps do you use?	483	2.61	1.588	.072
How much time do you spend on social networking apps daily?	483	3.44	1.204	.055

Table 4.13 shows the descriptive statistics for various variables reveal nuanced insights into respondents' experiences. WS has a mean of 3.9379, suggesting moderate satisfaction with their work environment, with variability reflected in an SD of 0.82788. FO shows a slightly higher mean of 4.0235, indicating good levels of support from family, with an SD of 0.85344. WES has a mean of 3.9565, reflecting a generally positive view of the workplace, with an SD of 0.79515.

Balance scores a mean of 3.9469, indicating moderate success in WLB, while PLS and Happiness are also positive, with means of 3.9358 and 3.9593, respectively. SL is moderate (mean of 3.8737), and SMU has a mean of 3.9669, reflecting its moderate impact. WBH and

TDS reveal that while work frequently impacts personal time (mean of 3.8730), respondents generally feel they have adequate TDS (mean of 4.0014).

Table 4.13: Descriptive Statistics for Variables

	n	Mean	Std. Deviation	Std. Error Mean
Work Satisfaction (WS)	483	3.9379	.82788	.03767
Family and others (FO)	483	4.0235	.85344	.03883
Work Environment Satisfaction (WES)	483	3.9565	.79515	.03618
Balance	483	3.9469	.83750	.03811
Personal Life Satisfaction (PLS)	483	3.9358	.82786	.03767
Happiness	483	3.9593	.79675	.03625
Stress Level (SL)	483	3.8737	.80565	.03666
Social Media Usage (SMU)	483	3.9669	.80358	.03656
Work Brought Home (WBH)	483	3.8730	.82183	.03739
Time to De-stress (TDS)	483	4.0014	.79388	.03612

4.4 t-test

Table 4.14 displays t-test results for sociodemographic factors, with a test value of 0, revealing significant differences across various categories. The high t-values and low p-values (all <0.001) confirm that the mean differences (MD) for each variable are statistically significant. Age shows an MD of 2.714, reflecting notable variation in age groups.

Marital Status (MD of 1.513) and Educational Qualification (MD of 3.542) demonstrate significant differences in marital status and education levels. Occupation (MD of 2.739) and Family Composition (MD of 2.451) also show marked variation, indicating differing occupational and familial roles. Type of Family (MD of 1.667) reveals differences between joint and nuclear families, while City (MD of 2.443) reflects regional variations.

Work-related factors such as Days Worked per Week (MD of 1.865) and Hours Worked Daily (MD of 2.433) show a significant impact on WLB, with Satisfaction with Working Hours (MD

of 1.679) and Quality Time Missed (MD of 3.785) revealing notable concerns. Policy for WLB (MD of 2.222) and its perceived impact on productivity (MD of 1.683) highlight significant organizational differences. Lastly, Social Networking app usage (MD of 2.609) and Time Spent on Social Media Usage (MD of 3.439) reflect the significant impact of Social Media Usage on respondents' experiences.

Table 4.14: t-test for Sociodemographic Factors

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Age	54.541	482	.000	2.714	2.62	2.81
Marital Status	66.478	482	.000	1.513	1.47	1.56
Educational Qualification	80.406	482	.000	3.542	3.46	3.63
Occupation	39.056	482	.000	2.739	2.60	2.88
Family Composition	65.750	482	.000	2.451	2.38	2.52
Type of Family	77.621	482	.000	1.667	1.62	1.71
You are from which city?	49.322	482	.000	2.443	2.35	2.54
How many days do you work in a week?	52.831	482	.000	1.865	1.80	1.93
How many hours do you work each day?	60.649	482	.000	2.433	2.35	2.51
Are you satisfied with the working hours of the organization?	78.966	482	.000	1.679	1.64	1.72
Do you ever miss out any quality time with your family or your friends because of work pressure?	65.486	482	.000	3.785	3.67	3.90

Does your company have a separate policy for WLB?	63.910	482	.000	2.222	2.15	2.29
Do you think a policy for WLB in your organization helps to increase your productivity?	79.435	482	.000	1.683	1.64	1.72
Do you feel that you can balance your work and personal life?	81.419	482	.000	1.700	1.66	1.74
Do you ever feel tired or depressed because of work?	66.893	482	.000	3.764	3.65	3.87
Which Social Networking apps do you use?	36.110	482	.000	2.609	2.47	2.75
How much time do you spend on social networking apps daily?	62.762	482	.000	3.439	3.33	3.55

Table 4.15 displays t-test results for various variables showing significant differences from a test value of 0, with all p-values being <0.001, indicating strong statistical significance. WS has an MD of 3.938, reflecting high satisfaction levels. FO shows an MD of 4.023, highlighting strong family support. WES (MD of 3.957) and Balance (MD of 3.947) indicate overall satisfaction with the work environment and balance.

PLS (MD of 3.936) and Happiness (MD of 3.959) reflect positive personal life and happiness levels. SL (MD of 3.874) and SMU (MD of 3.967) show moderate SL and significant SMU impact. WBH (MD of 3.873) and TDS (MD of 4.001) demonstrate challenges with WBH and TDS.

Table 4.15: t-test for variables

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Work Satisfaction (WS)	104.536	482	0.000	3.93789	3.8639	4.0119
Family and others (FO)	103.610	482	0.000	4.02346	3.9472	4.0998
Work Environment Satisfaction (WES)	109.354	482	0.000	3.95652	3.8854	4.0276
Balance	103.571	482	0.000	3.94686	3.8720	4.0217
Personal Life Satisfaction (PLS)	104.484	482	0.000	3.93582	3.8618	4.0098
Happiness	109.212	482	0.000	3.95928	3.8880	4.0305
Stress Level (SL)	105.671	482	0.000	3.87371	3.8017	3.9457
Social Media Usage (SMU)	108.491	482	0.000	3.96687	3.8950	4.0387
Work Brought Home (WBH)	103.572	482	0.000	3.87302	3.7995	3.9465
Time to De-stress (TDS)	110.772	482	0.000	4.00138	3.9304	4.0724

4.5 ANOVA

Table 4.16 shows the ANOVA results indicate significant differences between items with an F-value of 3.150 & a p-value of 0.000, displaying that variations among items are statistically significant. The between-items mean square (MS) of 1.612 compared to the residual MS of 0.512 supports this significance.

Additionally, non-additivity ($F = 5.183$, $p = 0.023$) suggests that the model accounts for non-linear relationships among variables. The high total sum of squares (SOS) (13,619.033) and the total MS (0.514) reflect the extensive variation in the data. Overall, the significant results confirm that the items in the survey effectively capture distinct aspects of the constructs being measured.

Table 4.16: ANOVA

		Sum of Squares	df	Mean Square	F	Sig	
Between People		6418.066	482	13.315			
Within People	Between Items	46.756	29	1.612	3.150	.000	
	Residual	Non-additivity	2.652 ^a	1	2.652	5.183	.023
		Balance	7151.559	13977	.512		
		Total	7154.211	13978	.512		
	Total	7200.967	14007	.514			
Total		13619.033	14489	.940			

4.6 Hotelling's T-Squared Test

Table 4.17 shows that Hotelling's T-squared test yielded a T-squared value of 71.819, with an F-statistic of 2.333, and degrees of freedom (df) of 29 and 454. The p-value is 0.000, indicating statistical significance. This result suggests that there are significant differences among multivariate means of groups being compared, validating an effectiveness of the model in distinguishing between the groups.

Table 4.17: Hotelling's T-Squared

Hotelling's T-Squared	F	df1	df2	Sig
71.819	2.333	29	454	.000

4.7 Correlation Analysis

Table 4.18 shows the Pearson correlation matrix shows strong interrelationships among the variables. Happiness is positively correlated with WS ($r = 0.650$), WES ($r = 0.645$), and PLS ($r = 0.645$). WS has a notable positive correlation with Balance ($r = 0.742$) and SL ($r = 0.659$). Balance shows strong correlations with WES ($r = 0.655$) and SL ($r = 0.695$). SL correlates positively with WBH ($r = 0.680$) and TDS ($r = 0.640$). SMU is moderately correlated with Happiness ($r = 0.629$) and other factors.

Overall, these correlations indicate significant associations among WS, PLS, SL, and balance, highlighting the interconnectedness of these aspects in the study.

Table 4.18: Pearson Correlation

	Happiness	WS	WES	PLS	Balance	SL	WBH	TDS	FO	SMU
Happiness	1.000	.650	.645	.645	.632	.647	.588	.663	.601	.629
WS	.650	1.000	.651	.635	.742	.659	.544	.663	.554	.614
WES	.645	.651	1.000	.649	.655	.593	.570	.647	.630	.649
PLS	.645	.635	.649	1.000	.676	.627	.564	.633	.570	.639
Balance	.632	.742	.655	.676	1.000	.695	.573	.707	.590	.612
SL	.647	.659	.593	.627	.695	1.000	.680	.640	.571	.594
WBH	.588	.544	.570	.564	.573	.680	1.000	.647	.551	.566
TDS	.663	.663	.647	.633	.707	.640	.647	1.000	.696	.668
FO	.601	.554	.630	.570	.590	.571	.551	.696	1.000	.661
SMU	.629	.614	.649	.639	.612	.594	.566	.668	.661	1.000

4.8 Correlation Coefficient

Table 4.19 shows that Kendall’s Tau-b correlation coefficients reveal various associations among the study variables. Happiness shows moderate positive correlations with WS ($\tau = 0.297$), WES ($\tau = 0.322$), and PLS ($\tau = 0.296$). WS has strong correlations with Balance ($\tau = 0.405$) and SL ($\tau = 0.353$). Balance has significant positive correlations with SL ($\tau = 0.471$) and Time to De-stress ($\tau = 0.395$). SL correlates notably with Time to De-stress ($\tau = 0.320$) and WBH ($\tau = 0.400$).

Social Media Usage has moderate positive correlations with various factors, including Happiness ($\tau = 0.283$) and WS ($\tau = 0.299$). Overall, these correlations highlight the interrelated nature of WS, PLS, SL, and balance, emphasizing their interconnected impact.

Table 4.19: Kendall’s Tau_b

	Happiness	WS	WES	PLS	Balance	SL	WBH	TDS	FO	SMU
Happiness	1.000	.297**	.322**	.296**	.310**	.352**	.289**	.295**	.223**	.283**
WS	.297**	1.000	.286**	.299**	.405**	.353**	.226**	.296**	.213**	.299**

WES	.322**	.286**	1.000	.295**	.313**	.274**	.234**	.221**	.303**	.326**
PLS	.296**	.299**	.295**	1.000	.378**	.339**	.275**	.268**	.273**	.299**
Balance	.310**	.405**	.313**	.378**	1.000	.471**	.255**	.395**	.261**	.291**
SL	.352**	.353**	.274**	.339**	.471**	1.000	.400**	.320**	.212**	.272**
WBH	.289**	.226**	.234**	.275**	.255**	.400**	1.000	.320**	.266**	.248**
TDS	.295**	.296**	.221**	.268**	.395**	.320**	.320**	1.000	.376**	.317**
FO	.223**	.213**	.303**	.273**	.261**	.212**	.266**	.376**	1.000	.359**
SMU	.283**	.299**	.326**	.299**	.291**	.272**	.248**	.317**	.359**	1.000

Table 4.20 shows that Spearman's Rho correlation coefficients illustrate several significant relationships among the study variables. Happiness shows moderate positive correlations with WS ($\rho = 0.370$), WES ($\rho = 0.402$), and PLS ($\rho = 0.370$). WS is strongly correlated with Balance ($\rho = 0.490$) and SL ($\rho = 0.435$). Balance exhibits a high positive correlation with SL ($\rho = 0.557$) and TDS ($\rho = 0.476$). SL also correlates well with TDS ($\rho = 0.393$) and WBH ($\rho = 0.484$).

SMU has moderate correlations with Happiness ($\rho = 0.356$) and other factors, such as WS ($\rho = 0.370$) and WES ($\rho = 0.401$). Overall, these correlations highlight the significant interplay between WS, PLS, SL, and balance.

Table 4.20: Spearman's

	Happiness	WS	WES	PLS	Balance	SL	WBH	TDS	FO	SMU
Happiness	1.000	.370**	.402**	.370**	.389**	.436**	.368**	.369**	.288**	.356**
WS	.370**	1.000	.357**	.369**	.490**	.435**	.287**	.357**	.270**	.370**
WES	.402**	.357**	1.000	.367**	.388**	.347**	.302**	.281**	.378**	.401**
PLS	.370**	.369**	.367**	1.000	.458**	.418**	.343**	.331**	.334**	.371**
Balance	.389**	.490**	.388**	.458**	1.000	.557**	.315**	.476**	.331**	.360**
SL	.436**	.435**	.347**	.418**	.557**	1.000	.484**	.393**	.273**	.337**
WBH	.368**	.287**	.302**	.343**	.315**	.484**	1.000	.396**	.334**	.315**
TDS	.369**	.357**	.281**	.331**	.476**	.393**	.396**	1.000	.457**	.391**
FO	.288**	.270**	.378**	.334**	.331**	.273**	.334**	.457**	1.000	.437**
SMU	.356**	.370**	.401**	.371**	.360**	.337**	.315**	.391**	.437**	1.000

4.9 Hypotheses Testing

4.9.1 Hypothesis 1

Null Hypothesis (H₀₁): Support from family and others does not significantly impact work satisfaction.

Alternative Hypothesis (H₁₁): Support from family and others significantly impacts work satisfaction.

Regression analysis for Hypothesis 1 shows that the model has a significant predictive power with an R² value of 0.307, representing that approximately 30.7% of variance in dependent variable (DV) is explained by an independent variable (IDV). F-value of 213.117 with a Sig. level of 0.000 confirms that model is statistically significant and that IDV has a strong impact on the DV.

Table 4.21: Regression of Hypothesis 1

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.554 ^a	.307	101.431	1	101.431	213.117	.000 ^b

The coefficients table 4.22 reveals that the constant term is 1.775 with a standard error (SE) of 0.151, & it is statistically significant with a t-value of 11.723 ($p < 0.001$). The IDV, FO, has an unstandardized coefficient (USC) of 0.538 & a standardized beta coefficient of 0.554, both of which are significant with a t-value of 14.599 ($p < 0.001$). This indicates that for each unit increase in FO, DV increases by 0.538 units, highlighting a strong positive relationship among FO and DV.

Table 4.22: Coefficients of Hypothesis 1

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.775	.151		11.723	.000
FO	.538	.037	.554	14.599	.000

4.9.2 Hypothesis 2

Null Hypothesis (H₀₂): The balance between work and personal life does not significantly affect work environment satisfaction.

Alternative Hypothesis (H₁₂): The balance between work and personal life significantly affects work environment satisfaction.

Table 4.23 shows the regression analysis for Hypothesis 2 shows an R-value of 0.655 & an R² value of 0.429, indicating that approximately 42.9% of variance in DV is explained by model. The SOS for the regression is 130.713 with 1 df, and the MS is 130.713. A model is statistically significant with an F-value of 361.252 ($p < 0.001$), demonstrating a strong fit between the predictor and the outcome variable.

Table 4.23: Regression of Hypothesis 2

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.655 ^a	.429	130.713	1	130.713	361.252	.000 ^b

Table 4.24 shows the coefficients for Hypothesis 2 the constant is 1.502 with a SE of 0.132 and is highly significant ($t = 11.383$, $p < 0.001$). The predictor variable, Balance, has a USC of 0.622 and a SE of 0.033, with a standardized beta of 0.655. This indicates a strong positive relationship among Balance & DV. A high t-value (19.007) and sig. level ($p < 0.001$) affirm that Balance significantly impacts the outcome variable, highlighting its importance in the model.

Table 4.24: Coefficients of Hypothesis 2

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.502	.132		11.383	.000
Balance	.622	.033	.655	19.007	.000

4.9.3 Hypothesis 3

Null Hypothesis (H₀₃): Happiness does not significantly influence personal life satisfaction.

Alternative Hypothesis (H₁₃): Happiness significantly influences personal life satisfaction.

For Hypothesis 3, regression analysis reveals an R-value of 0.645 & an R² value of 0.417, indicating that approximately 41.7% of variance in DV is explained by model. F-value is 343.349 with a sig. level of $p < 0.001$, suggesting that model is a significant predictor of the outcome. The high F-value and significance confirm the robustness of the model.

Table 4.25: Regression of Hypothesis 3

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.645 ^a	.417	137.591	1	137.591	343.349	.000 ^b

For Hypothesis 3, the coefficient analysis shows that the USC for Happiness is 0.671 with a SE of 0.036, and standardized coefficient (Beta) is 0.645. The coefficient is highly significant with a t-value of 18.530 & a sig. level of ($p < 0.001$). This indicates that Happiness is a strong & statistically significant predictor of DV, suggesting a robust positive relationship. The constant value is 1.281 with a SE of 0.146, and it is also significant, reinforcing the model's validity.

Table 4.26: Coefficients of Hypothesis 3

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.281	.146		8.764	.000
Happiness	.671	.036	.645	18.530	.000

4.9.4 Hypothesis 4

Null Hypothesis (H₀₄): Social media usage does not significantly affect stress levels.

Alternative Hypothesis (H₁₄): Social media usage significantly affects stress levels.

For Hypothesis 4, regression analysis results indicate an R-value of 0.594 & an R² value of 0.353. This means that approximately 35.3% of variance in DV is explained by model. The SOS is 110.333 with 1 df, and F-statistic is 262.049, with a sig. level of ($p < 0.001$). This displays a strong & statistically significant relationship among the predictor & the DV.

Table 4.27: Regression of Hypothesis 4

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.594 ^a	.353	110.333	1	110.333	262.049	.000b

For Hypothesis 4, the Coefficient analysis yields a USC (B) of 0.595 for SMU with a SE of 0.037. The standardized coefficient (Beta) is 0.594, representing a strong positive relationship among Social Media Usage & DV. The t-value is 16.188, and the sig. level is ($p < 0.001$), demonstrating that the effect of social media usage on the DV is statistically significant. The constant term is 1.512 with a SE of 0.149, and it is also significant.

Table 4.28: Coefficient of Hypothesis 4

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.512	.149		10.157	.000
SMU	.595	.037	.594	16.188	.000

4.9.5 Hypothesis 5

Null Hypothesis (H₀₅): Bringing work home does not significantly affect work satisfaction.

Alternative Hypothesis (H₁₅): Bringing work home significantly affects work satisfaction.

For Hypothesis 5, the regression analysis shows an R-value of 0.544 & an R² value of 0.296, indicating that approximately 29.6% of variance in DV is explained by model. The SOS is 97.656 with 1 df, and the MS is 97.656. The F-statistic is 201.857 with a sig. level ($p < 0.001$), confirming that the model significantly predicts the DV.

Table 4.29: Regression of Hypothesis 5

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.544 ^a	.296	97.656	1	97.656	201.857	.000 ^b

For Hypothesis 5, the regression coefficients show that the constant term is 1.817 with a SE of 0.153, and it is statistically significant ($p < 0.001$). USC for WBH is 0.548, with a SE of 0.039, indicating a strong positive impact on the DV. The standardized coefficient (Beta) is 0.544, reflecting strength & direction of relationship among WBH & outcome. T-value of 14.208 and the sig. level ($p < 0.001$) confirm the model's statistical significance and robustness.

Table 4.30: Coefficient of Hypothesis 5

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.817	.153		11.903	.000
WBH	.548	.039	.544	14.208	.000

4.9.6 Hypothesis 6

Null Hypothesis (H_{06}): Time allocated for de-stressing does not significantly reduce stress levels.

Alternative Hypothesis (H_{16}): Time allocated for de-stressing significantly reduces stress levels.

Table 4.31 presents regression analysis for Hypothesis 6. The model demonstrates a strong fit with ($R = 0.640$) and ($R^2 = 0.410$), representing that approximately 41% of variance in DV is described by IDV. The SOS for the model is 128.297, with 1 df and an MS of 128.297. The F-value of 334.378 is statistically significant ($p < 0.001$), confirming model's effectiveness in predicting an outcome.

Table 4.31: Regression of Hypothesis 6

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.640 ^a	.410	128.297	1	128.297	334.378	.000 ^b

Table 4.32 displays the coefficients for Hypothesis 6. The constant term is 1.273 with a SE of 0.145, which is statistically significant ($t = 8.783$), ($p < 0.001$). USC for TDS is 0.650, with a SE of 0.036, indicating a strong positive impact. The standardized coefficient (Beta) is 0.640, reflecting a significant positive relationship between TDS and the DV. The results suggest that as TDS increases, the DV is positively affected, supporting the hypothesis.

Table 4.32: Coefficient of Hypothesis 6

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.273	.145		8.783	.000
TDS	.650	.036	.640	18.286	.000

4.9.7 Hypothesis 7

Null Hypothesis (H_{07}): Balance between work and personal life does not significantly affect personal life satisfaction.

Alternative Hypothesis (H_{17}): Balance between work and personal life significantly affects personal life satisfaction.

Table 4.33 displays regression results for Hypothesis 7. R-value is 0.676, & the R^2 value is 0.457, indicating that approximately 45.7% of the variance in DV is explained by the model. The total SOS is 151.102, with an MS of 151.102. The F statistic is 405.488, and the sig. level is $p < 0.001$, confirming the model's strong predictive power.

Table 4.33: Regression of Hypothesis 7

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.676 ^a	.457	151.102	1	151.102	405.488	.000 ^b

Table 4.34 presents the coefficients for Hypothesis 7. The USC for the constant is 1.297, with a SE of 0.134, indicating the baseline level of the DV when all predictors are zero. The USC for Balance is 0.669, with a SE of 0.033, showing a positive relationship between Balance and the DV. The standardized coefficient (Beta) for Balance is 0.676, highlighting its significant impact. The t-value for Balance is 20.137, & sig. level is $p < 0.001$, demonstrating a statistically significant effect.

Table 4.34: Coefficient of Hypothesis 7

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.297	.134		9.684	.000
Balance	.669	.033	.676	20.137	.000

4.9.8 Hypothesis 8

Null Hypothesis (H₀₈): Happiness does not significantly impact work environment satisfaction.

Alternative Hypothesis (H₁₈): Happiness significantly impacts work environment satisfaction.

Table 4.35 shows the regression analysis for Hypothesis 8. R-value is 0.645, indicating a strong positive correlation between predictor & the DV. R-squared value of 0.416 suggests that approximately 41.6% of variance in the DV is explained by the model. The SOS is 126.880, with 1 df for the regression and an MS of 126.880. F-value is 343.104 with a sig. level of $p < 0.001$, indicating a highly significant model.

Table 4.35: Regression of Hypothesis 8

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.645 ^a	.416	126.880	1	126.880	343.104	.000 ^b

Table 4.36 presents the coefficients for Hypothesis 8. The USC for the constant is 1.407 with a SE of 0.140, and the t-value is 10.021 with a sig. level of $p < 0.001$. The USC for Happiness is 0.644 with a SE of 0.035, and standardized coefficient (Beta) is 0.645. t-value for Happiness is 18.523 with a sig. level of $p < 0.001$, representing that Happiness is a significant predictor of the DV in this model.

Table 4.36: Coefficient of Hypothesis 8

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.407	.140		10.021	.000
Happiness	.644	.035	.645	18.523	.000

4.9.9 Hypothesis 9

Null Hypothesis (H_{09}): Social media usage does not significantly affect personal life satisfaction.

Alternative Hypothesis (H_{19}): Social media usage significantly affects personal life satisfaction.

Table 4.37 displays regression analysis for Hypothesis 9. R-value is 0.639, and the R^2 value is 0.409, representing that approximately 40.9% of variance in DV is described by model. The SOS for regression is 134.986, with 1 df. The MS is 134.986, and the F-value is 332.354, with a sig. level of $p < 0.001$, demonstrating a statistically significant model.

Table 4.37: Regression of Hypothesis 9

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.639 ^a	.409	134.986	1	134.986	332.354	.000 ^b

Table 4.38 presents the coefficients for Hypothesis 9. The USC for the constant is 1.323 with a SE of 0.146, and it is statistically significant ($t = 9.052$), ($p < 0.001$). The USC for SMU is

0.659 with a SE of 0.036. The standardized coefficient (Beta) for SMU is 0.639, representing a strong positive effect. The t-value for SMU is 18.231 with a sig. level of $p < 0.001$, showing that SMU has a significant impact on the DV.

Table 4.38: Coefficient of Hypothesis 9

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.323	.146		9.052	.000
SMU	.659	.036	.639	18.231	.000

4.9.10 Hypothesis 10

Null Hypothesis (H_{010}): Bringing work home does not significantly affect stress levels.

Alternative Hypothesis (H_{110}): Bringing work home significantly affects stress levels.

Table 4.39 shows the regression results for Hypothesis 10. The R-value is 0.680, and the R² value is 0.463, representing that the model describes a 46.3% variance in DV. The SOS for the regression is 144.837 with an MS of 144.837. The F-value is 414.647, and the sig. level is $p < 0.001$, suggesting the model is highly significant.

Table 4.39: Regression of Hypothesis 10

R	R Square	Sum of Squares	df	Mean Square	F	Sig.
.680 ^a	.463	144.837	1	144.837	414.647	.000 ^b

Table 4.40 presents the coefficients for Hypothesis 10. The constant term is 1.290 with a SE of 0.130, and the t-value is 9.950 with a sig. level of $p < 0.001$, indicating the constant is highly significant. The USC for WBH is 0.667 with a SE of 0.033. The standardized coefficient (Beta) is 0.680, with a t-value of 20.363 and $p < 0.001$, suggesting that WBH significantly and positively affects the DV.

Table 4.40: Coefficients of Hypothesis 10

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.290	.130		9.950	.000
WBH	.667	.033	.680	20.363	.000

Table 4.41 shows the Hypotheses Testing and summarizes the results of a study that looked into the relationships between key factors impacting WLB and related outcomes among female employees. Each hypothesis examines the relationship between two variables, with the standardized estimate, critical ratio, p-value, and remarks indicating whether the hypothesis is accepted.

The initial hypothesis investigates the relationship between FO and WS. With a standardized estimate of .554 and a p-value of 0.000, the hypothesis is accepted. This positive and significant relationship shows that FO aid greatly increases WS. This hypothesis analyses the impact of Balance on WES. The findings show that WLB and work environment satisfaction are significantly positively correlated, as seen by the standardized estimate of .796 and p-value of 0.000.

The third hypothesis investigates the influence of happiness on PLS. Happiness has a strong standardized estimate of .819 and a p-value of 0.000, indicating that it contributes considerably to PLS. This hypothesis analyses SMU's effect on SL. With a standardized estimate of .716 and a p-value of 0.000, the results show a significant relationship: the greater the SMU, the higher the SL.

The following section looks at the link between WBH and WS. A normalized estimate of .781 with a p-value of 0.000 confirms the strong positive connection, demonstrating that taking work home increases WS through task completion or flexibility. The TDS has an impact on SL, with a normalized estimate of .423. Its p-value is much lower, at .000, suggesting that it is the most significant negative connection, implying that more time spent de-stressing results in less SL.

This hypothesis claims that WLB is linked to PLS. With a standardized estimate of .440 and a p-value of 0.000, the data indicate that WLB has a significant beneficial impact on PLS. The

eighth hypothesis looks at how happiness influences WES. When standardized, the estimate is equivalent to .604 with a p-value of 0.000, indicating that happiness significantly improves WES. The link between SMU and PLS is examined in the following hypothesis.

SMU enriches PLS in this instance since the standardized estimate is .678 with a p-value of 0.000, demonstrating a positive significant connection. The final theory examines how bringing work home affects SL. Bringing work home may lead to an increase in SL, according to the results, which show a substantial positive connection with a strong standardized estimate of .763 and a p-value of 0.000. All of the hypotheses were generally accepted and demonstrated that the examined factors considerably impacted WS, PLS, and SL.

Table 4.41: Hypotheses Testing

Hypotheses	The relationship between variables	Standardized Estimate	Critical Ratio	P-Value	Remarks	Interpretation
H ₁₁	Family and others → Work Satisfaction	.554	.39890	.000	Accepted	There is a significant impact of Family and others on Work Satisfaction
H ₁₂	Balance → Work Environment Satisfaction	.796	.48822	.000	Accepted	There is a significant impact of Balance on Work Environment Satisfaction
H ₁₃	Happiness → Personal Life Satisfaction	.819	.46246	.000	Accepted	There is a significant impact of Happiness on

						Personal Life Satisfaction
H ₁₄	Social Media Usage → Stress Level	.716	.56257	.000	Accepted	There is a significant impact of Social Media Usage on Stress Level
H ₁₅	Work Brought Home → Work Satisfaction	.781	.50304	.000	Accepted	There is a significant impact of Work Brought Home on Work Satisfaction
H ₁₆	Time to De-stress → Stress Level	.423	.73024	.000	Accepted	There is a significant impact of Time to De-stress on Stress Level
H ₁₇	Balance → Personal Life Satisfaction	.440	.72378	.000	Accepted	There is a significant impact of Balance on Personal Life Satisfaction
H ₁₈	Happiness → Work Environment Satisfaction	.604	.64219	.000	Accepted	There is a significant impact of Happiness on Work Environment Satisfaction
H ₁₉	Social Media	.678	.59262	.000	Accepted	There is a significant impact

	Usage → Personal Life Satisfaction					of Social Media Usage on Personal Life Satisfaction
H ₁₁₀	Work Brought Home → Stress Level	.763	.52120	.000	Accepted	There is a significant impact of Work Brought Home on Stress Level

4.10 Factor Analysis

Table 4.42 displays the Kaiser-Meyer-Olkin (KMO) and Bartlett's Test outcomes. KMO Measure of Sampling Adequacy is 0.953, indicating an excellent level of sampling adequacy for factor analysis. Bartlett's Test of Sphericity shows an approximate chi-square value of 3558.112 with 45 df & a sig. level of 0.000. This result confirms that correlation matrix is significantly different from an identity matrix, justifying use of factor analysis and supporting presence of underlying factors among the variables.

Table 4.42: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.953
Bartlett's Test of Sphericity	Approx. Chi-Square	3558.112
	df	45
	Sig.	0.000

Table 4.43 provides the communalities for each variable, reflecting how much of the variance in each variable is accounted for by the extracted components in the principal component analysis (PCA). The Initial communalities are all set at 1.000, indicating that each variable's total variance is initially considered. The Extraction communalities reveal how much of this variance is explained by the principal components.

The extraction values range from 0.587 to 0.730, showing that a substantial proportion of the variance in each variable is accounted for by the principal components. The highest communalities are for TDS (0.730) and Balance (0.714), indicating that these variables are well-represented by the extracted components. Conversely, WBH has the lowest communality at 0.587, suggesting it is less well-represented by the components compared to others.

Overall, these communalities suggest that the principal components effectively capture the majority of the variance in most variables. High extraction values (above 0.60) for most variables confirm that the model has a good fit, with the components capturing a significant portion of each variable's variance. This reflects the strength of the underlying factor structure identified in the analysis.

Table 4.43: Communalities

	Initial	Extraction
Happiness	1.000	.675
Work Satisfaction (WS)	1.000	.679
Work Environment Satisfaction (WES)	1.000	.672
Personal Life Satisfaction (PLS)	1.000	.662
Balance	1.000	.714
Stress Level (SL)	1.000	.675
Work Brought Home (WBH)	1.000	.587
Time to De-stress (TDS)	1.000	.730
Family and others (FO)	1.000	.617
Social Media Usage (SMU)	1.000	.659

Table 4.44 presents the total variance explained by the components in a factor analysis, providing insight into how the factors contribute to the overall variance in the dataset.

The initial eigenvalues show the total variance each component accounts for before extraction. The first component (Happiness) has an eigenvalue of 6.669, which explains 66.689% of the variance, highlighting its significant contribution. The cumulative percentage after the first component is 66.689%. The second component, with an eigenvalue of 0.564, accounts for

5.635% of the variance, bringing the cumulative percentage to 72.325%. This pattern continues with each subsequent component explaining progressively less variance.

Extraction sums of squared loadings reflect the variance explained by each component after extraction. The first component's (Happiness) variance remains the same as the initial eigenvalues, showing that it explains 66.689% of the variance. The subsequent components, from the second to the tenth, show identical percentages of variance as their initial eigenvalues, indicating that the extraction process did not alter their contribution.

The rotation sums of squared loadings, which reveal the variance each component explains after rotation, show a different pattern. The first component's variance drops to 4.869, which is lower than its initial eigenvalue but still substantial. The variance explained by the second and third components after rotation is notably higher (4.290 and 4.117, respectively) compared to their extraction values, suggesting improved clarity and distinction between factors. Subsequent components exhibit similar changes, with the final component showing a total variance of 4.957.

Overall, this table indicates that the factors, particularly the first few, significantly contribute to explaining the variance in the data. The rotation process refines these contributions, enhancing the interpretability of the factors in the analysis.

Table 4.44: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	6.669	66.689	66.689	6.669	66.689	66.689	4.869
2	.564	5.635	72.325	.564	5.635	72.325	4.290
3	.537	5.372	77.697	.537	5.372	77.697	4.117
4	.410	4.097	81.794	.410	4.097	81.794	4.544
5	.363	3.634	85.428	.363	3.634	85.428	4.618
6	.352	3.517	88.945	.352	3.517	88.945	4.602

7	.331	3.313	92.258	.331	3.313	92.258	4.533
8	.308	3.075	95.333	.308	3.075	95.333	4.633
9	.250	2.497	97.831	.250	2.497	97.831	4.654
10	.217	2.169	100.000	.217	2.169	100.000	4.957

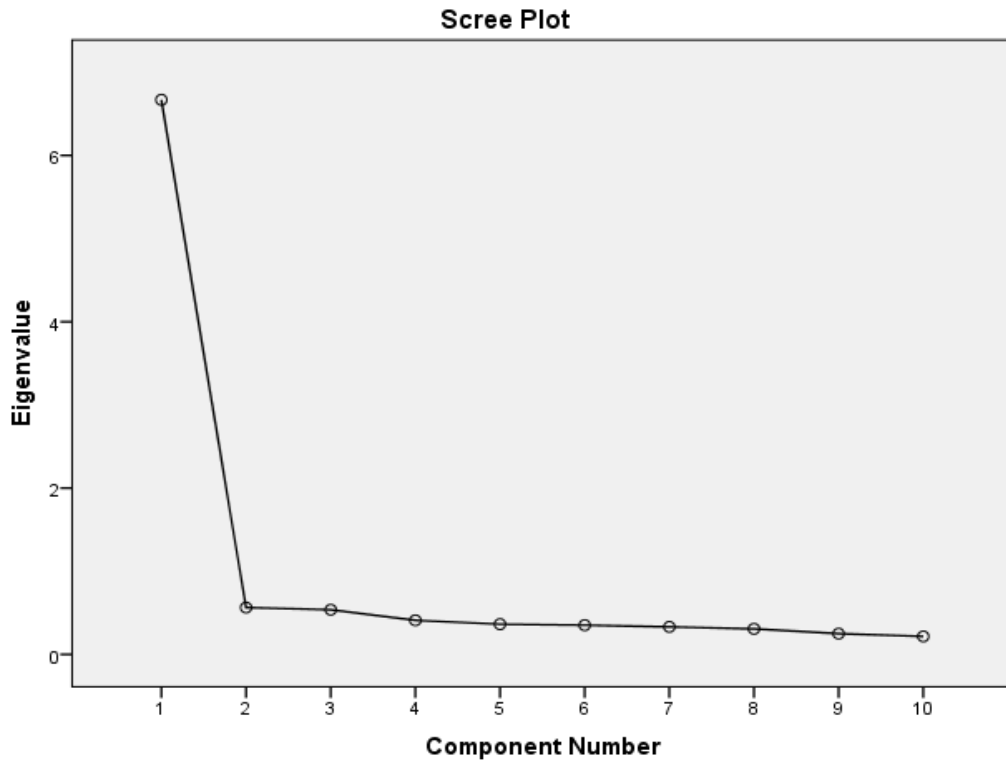


Figure 4.28: Total Variance Explained

Figure 4.28 shows the scree plot that displays eigenvalues against component numbers. It shows a steep decline from the first to the second component, indicating that the first component captures most of the data's variance is "Happiness". After the second component, the eigenvalues level off, implying diminishing returns from additional components. This suggests that the first two components are sufficient for representing the data's structure, as subsequent components contribute minimally to explaining variance. Such a pattern is typical in principal component analysis (PCA) for identifying the most informative components.

Table 4.45 shows the component matrix for a factor analysis, detailing the factor loadings for each variable across ten components. High loadings indicate strong correlations between variables and components. The variables TDS, Balance, WS, and SL load heavily on the first

component, with loadings of 0.854, 0.845, 0.824, and 0.822, respectively, suggesting that the first component captures aspects related to these variables. Happiness and WES also show significant loadings on the first component but are more evenly distributed across others, indicating a broader influence.

Component 2 primarily reflects variables such as WBH and FO, with loadings of 0.536 and 0.452, respectively, suggesting a focus on work-based happiness and organizational factors. Component 3 has high loadings for WBH and Balance, indicating that it captures aspects related to WLB and well-being.

Components 4 through 10 show varying patterns, with less pronounced but still relevant loadings for different variables, such as PLS and SMU in Component 4 and Happiness in Component 5. Overall, the component matrix helps identify how different variables align with specific factors, providing insights into their underlying structure and relationships.

Table 4.45: Component Matrix

	Component									
	1	2	3	4	5	6	7	8	9	10
TDS	.854	.115	.090	-.241	-.008	-.045	-.130	-.302	-.152	-.240
Balance	.845	-.212	-.208	-.232	.121	-.008	-.080	-.008	-.193	.291
WS	.824	-.219	-.290	-.192	-.079	.042	.183	-.068	.318	-.069
SL	.822	-.323	.190	-.036	.006	-.104	.070	.350	-.114	-.178
Happiness	.821	-.013	-.030	.218	-.496	-.126	-.062	-.043	-.048	.083
WES	.819	.142	-.161	.155	-.003	.487	.017	.081	-.102	-.064
PLS	.814	-.057	-.187	.344	.266	-.161	-.263	-.027	.107	-.057
SMU	.812	.307	-.023	.122	.138	-.187	.408	-.046	-.083	.042
FO	.785	.452	.126	-.213	-.018	-.038	-.170	.230	.170	.074
WBH	.766	-.177	.536	.093	.078	.148	.032	-.157	.124	.129

Table 4.46 provides the pattern matrix from a Principal Component Analysis (PCA) with Oblimin rotation, showing how each variable loads on the identified components.

In this matrix, each variable loads strongly on a single component, indicating distinct factor structures. Balance has a loading of 1.000 on Component 1, suggesting a perfect association with this component and no significant loadings on others. FO loads 1.000 on Component 2, WBH on Component 3, PLS on Component 4, and so forth, each reflecting a strong and exclusive relationship with its respective component.

The variable Happiness has a loading of -1.000 on Component 5, indicating a strong negative association with this component. Similarly, TDS loads -1.000 on Component 10, showing a negative relationship. These negative loadings suggest an inverse relationship with their respective components. The remaining variables, such as WES, SMU, SL, and WS, show loadings of 1.000 on Components 6, 7, 8, and 9 respectively. This pattern reinforces that these variables are strongly associated with their respective components and do not load significantly on others.

The use of Oblimin rotation allows for the possibility that components are correlated, but in this matrix, each variable is associated with only one component, suggesting a well-defined factor structure. This matrix highlights the distinct nature of each component and the clarity of the factor analysis in distinguishing the variables' contributions.

Table 4.46: Pattern matrix

	Component									
	1	2	3	4	5	6	7	8	9	10
Balance	1.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
FO	.000	1.000	.000	.000	.000	.000	.000	.000	.000	.000
WBH	.000	.000	1.000	.000	.000	.000	.000	.000	.000	.000
PLS	.000	.000	.000	1.000	.000	.000	.000	.000	.000	.000
Happiness	.000	.000	.000	.000	-1.000	.000	.000	.000	.000	.000
WES	.000	.000	.000	.000	.000	1.000	.000	.000	.000	.000
SMU	.000	.000	.000	.000	.000	.000	1.000	.000	.000	.000
SL	.000	.000	.000	.000	.000	.000	.000	1.000	.000	.000
WS	.000	.000	.000	.000	.000	.000	.000	.000	1.000	.000
TDS	.000	.000	.000	.000	.000	.000	.000	.000	.000	-1.000
Extraction Method: Principal Component Analysis.										
Rotation Method: Oblimin with Kaiser Normalization.										

Table 4.47 displays the structure matrix from a PCA with Oblimin rotation. This matrix provides the correlations between each variable and the components after rotation, highlighting the relationships and loading patterns across components.

In the matrix, Balance shows high loadings across several components. It has a loading of 1.000 on Component 1, indicating a perfect association with this component. It also has substantial positive loadings on Components 2 through 9, with values ranging from 0.590 to 0.742, and a negative loading of -0.707 on Component 10. These varied loadings suggest that Balance is broadly related to multiple components but has the strongest association with Component 1.

FO loads 1.000 on Component 2, demonstrating a strong relationship with this component. It also has high positive loadings on Components 1, 3, 4, 6, and 7, with values ranging from 0.551 to 0.661, and a negative loading of -0.696 on Component 10, indicating a notable inverse relationship with this component.

WBH has a loading of 1.000 on Component 3 and also shows significant positive loadings on Components 1, 2, 4, 7, and 8, with values from 0.544 to 0.680. Its negative loading on Component 10 is -0.647, highlighting an inverse relationship with this component. PLS loads 1.000 on Component 4 and shows high positive loadings on Components 1, 2, 3, 6, and 8, with values ranging from 0.627 to 0.676. It has a negative loading of -0.633 on Component 10.

Happiness has a loading of -1.000 on Component 5, suggesting a strong negative relationship. It also has significant positive loadings on Components 1, 2, 3, 4, 6, 7, 8, and 9, with values from 0.588 to 0.650, indicating a broad but complex association. WES loads 1.000 on Component 6 and has high positive loadings on Components 1, 2, 4, 7, 8, and 9, with values from 0.593 to 0.651. Its negative loading on Component 10 is -0.647.

SMU shows a loading of 1.000 on Component 7 and also has substantial positive loadings on Components 1, 2, 4, 6, and 9, with values ranging from 0.594 to 0.668. It has a negative loading of -0.668 on Component 10. SL has a loading of 1.000 on Component 8 and high positive loadings on Components 1, 2, 3, 4, and 9, with values from 0.594 to 0.659. It shows a negative loading of -0.640 on Component 10.

WS loads 1.000 on Component 9 and shows high positive loadings on Components 1, 4, 6, 7, and 8, with values ranging from 0.635 to 1.000. It has a negative loading of -0.663 on Component 10. TDS has a loading of -1.000 on Component 10 and high positive loadings on Components 1, 2, 3, 4, 6, 7, 8, and 9, with values ranging from 0.633 to 0.707.

Overall, this matrix indicates that while each variable primarily loads on a single component, there are notable positive and negative associations with multiple components, reflecting complex interrelationships among the variables.

Table 4.47: Structure Matrix

	Component									
	1	2	3	4	5	6	7	8	9	10
Balance	1.000	.590	.573	.676	-.632	.655	.612	.695	.742	-.707
FO	.590	1.000	.551	.570	-.601	.630	.661	.571	.554	-.696
WBH	.573	.551	1.000	.564	-.588	.570	.566	.680	.544	-.647
PLS	.676	.570	.564	1.000	-.645	.649	.639	.627	.635	-.633
Happiness	.632	.601	.588	.645	-1.000	.645	.629	.647	.650	-.663
WES	.655	.630	.570	.649	-.645	1.000	.649	.593	.651	-.647
SMU	.612	.661	.566	.639	-.629	.649	1.000	.594	.614	-.668
SL	.695	.571	.680	.627	-.647	.593	.594	1.000	.659	-.640
WS	.742	.554	.544	.635	-.650	.651	.614	.659	1.000	-.663
TDS	.707	.696	.647	.633	-.663	.647	.668	.640	.663	-1.000
Extraction Method: Principal Component Analysis.										
Rotation Method: Oblimin with Kaiser Normalization.										

Table 4.48 presents the component correlation matrix from a PCA with Oblimin rotation. This matrix shows the correlations between each pair of components, providing insight into the relationships and potential overlap among the components.

The matrix reveals several notable patterns. Components 1 and 2 are moderately correlated with a value of 0.590, indicating a moderate positive relationship between these two factors. Similarly, Components 1 and 3 have a correlation of 0.573, and Components 1 and 4 show a correlation of 0.676, suggesting stronger positive associations.

Components 1 and 5 exhibit a negative correlation of -0.632, implying an inverse relationship between these components. This negative correlation is also evident between Component 5 and several other components, such as -0.601 with Component 2 and -0.645 with Component 4, indicating that Component 5 is negatively related to these factors.

Components 6, 7, and 8 show moderate to high positive correlations with Component 1, ranging from 0.655 to 0.695. Components 9 and 10 also have significant correlations with Component 1, with values of 0.742 and -0.707 respectively. The negative correlation between Component 1 and Component 10 suggests an inverse relationship.

Component 6 shows positive correlations with Components 2 (0.630), 4 (0.649), and 7 (0.649), indicating that this component is positively related to several others. Component 7 also correlates positively with Components 2 (0.661) and 4 (0.639) and has a moderate positive correlation with Component 8 (0.594).

Components 8 and 9 display high positive correlations with each other (0.659) and with Component 1 (0.695 and 0.742, respectively). Component 10 is negatively correlated with most other components, including -0.663 with Component 9 and -0.647 with Component 6, reflecting its distinct nature.

Overall, the matrix indicates that while there are strong positive correlations among several components, there are also notable negative correlations, particularly involving Component 5 and Component 10, highlighting a complex interplay among the components in the analysis.

Table 4.48: Component Correlation Matrix

Component	1	2	3	4	5	6	7	8	9	10
1	1.000	.590	.573	.676	-.632	.655	.612	.695	.742	-.707
2	.590	1.000	.551	.570	-.601	.630	.661	.571	.554	-.696
3	.573	.551	1.000	.564	-.588	.570	.566	.680	.544	-.647
4	.676	.570	.564	1.000	-.645	.649	.639	.627	.635	-.633
5	-.632	-.601	-.588	-.645	1.000	-.645	-.629	-.647	-.650	.663
6	.655	.630	.570	.649	-.645	1.000	.649	.593	.651	-.647
7	.612	.661	.566	.639	-.629	.649	1.000	.594	.614	-.668
8	.695	.571	.680	.627	-.647	.593	.594	1.000	.659	-.640
9	.742	.554	.544	.635	-.650	.651	.614	.659	1.000	-.663

10	-.707	-.696	-.647	-.633	.663	-.647	-.668	-.640	-.663	1.000
Extraction Method: Principal Component Analysis.										
Rotation Method: Oblimin with Kaiser Normalization.										

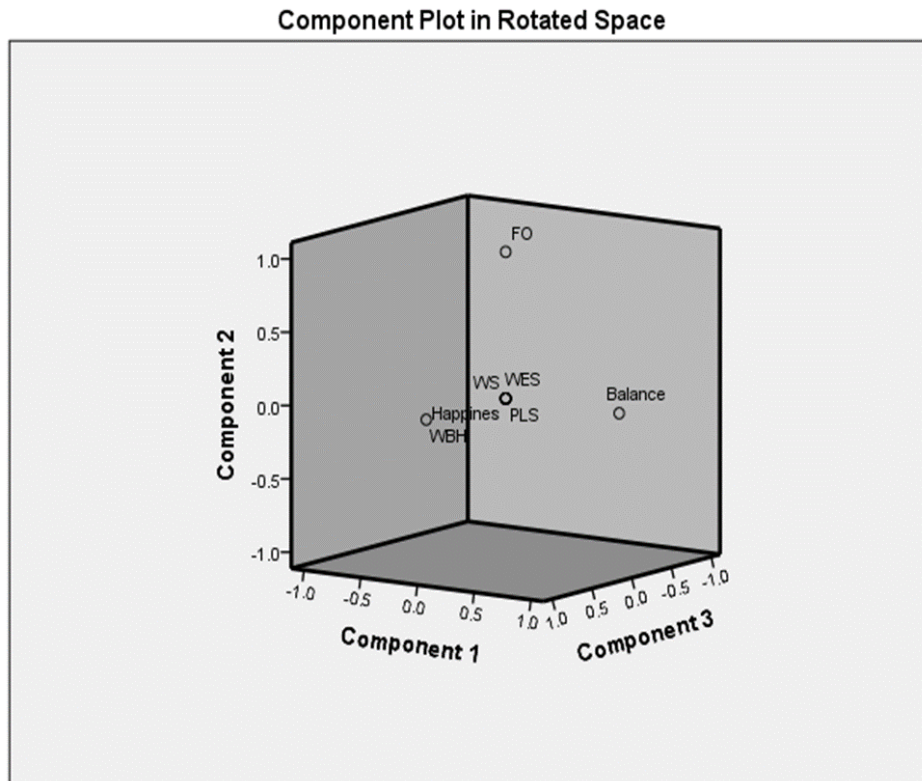


Figure 4.29: Component plot in rotates space (Source: Author’s work)

Figure 4.29 shows the component plot in rotated space visualizes data in three dimensions, highlighting relationships between variables. Each axis represents a principal component, and the points indicate the variables' loadings on these components. FO has a high loading on Component 2, while Balance is associated with Component 3. Variables like WS, WES, Happiness, and WBH cluster near the origin, showing moderate loadings on all three components. This suggests these variables share common variances across the components. The plot helps identify which components capture significant variance for each variable, aiding in understanding underlying data structures and relationships.

4.11 Discussion

The alternative hypothesis, which states that support from FO relationships has a major impact on WS, is substantially supported by the regression analysis for Hypothesis 1. The IDV, FO, accounts for 30.7% of the variance in WS, according to the model's R^2 value of 0.307. This suggests that support from friends and family accounts for a significant amount of the diversity in WS.

The model's overall statistical significance is confirmed by the F-value of 213.117 at the sig. level of 0.000, highlighting the powerful predictive ability of FO on work happiness. Furthermore, the coefficients table shows that the USC for FO is 0.538, which indicates that WS rises by 0.538 units for every unit increase in FO. The strong and positive correlation between FO and WS is further supported by the standardized beta coefficient of 0.554.

With a significance threshold of less than 0.001, the t-value of 14.599 supports the statistical significance of FO's effect on WS. These findings support the notion that support from FO relationships has a large and positive impact on WS, rejecting the null hypothesis and accepting the alternative hypothesis.

Strong support for accepting the alternative hypothesis that work environment happiness is greatly impacted by the balance between job and personal life is presented by the regression analysis for Hypothesis 2. The model shows an R-value of 0.655 and a R^2 value of 0.429, meaning that the balance between work and personal life may account for about 42.9% of the variance in WES. This significant percentage emphasizes how crucial WLB is in determining employee satisfaction in the workplace.

A highly significant F-value of 361.252 ($p < 0.001$) is also shown by the study, indicating that the model is statistically significant and that Balance, the IDV, has a considerable influence on the DV. The coefficients table shows that Balance has a standardized beta coefficient of 0.655 and a USC of 0.622. With a t-value of 19.007 ($p < 0.001$), both coefficients are highly significant and show a substantial positive correlation between work environment happiness and balance.

Improvements in WLB appear to be positively correlated with higher levels of workplace satisfaction. In light of these statistical results, the alternative hypothesis which supports the idea that striking a balance between work and personal life is essential for improving WES rejects the null hypothesis.

Strong evidence supports the adoption of the alternative hypothesis, which contends that happiness has a considerable impact on one's level of PLS, according to the regression analysis for Hypothesis 3. Happiness explains about 41.7% of the variance in PLS, according to the model's R-value of 0.645 and R² value of 0.417, demonstrating the significant influence of this predictor.

The statistical significance of the model is confirmed by the F-value of 343.349, with a sig. level of less than 0.001, indicating that happiness is a significant predictor of individual life satisfaction. This conclusion is further supported by the coefficients table, which shows a standardized beta coefficient of 0.645 and an USC for happiness of 0.671. The p-value of less than 0.001 and the t-value of 18.530 both point to the high significance of both values. This implies that there is a considerable positive correlation between happiness and PLS.

Further supporting the model's validity is the constant value of 1.281 with a SE of 0.146, which is also statistically significant. The alternative hypothesis is accepted and the null hypothesis is rejected in light of these compelling statistical indications, demonstrating the considerable relationship between happiness and PLS.

The alternative hypothesis is accepted since the regression analysis for Hypothesis 4 shows that SMU has a substantial impact on SL. With an R-value of 0.594 and an R² value of 0.353, the model suggests that SMU accounts for about 35.3% of the variance in SL.

The model's statistical significance is confirmed by the F-statistic of 262.049, with a sig. level of $p < 0.001$, which also highlights the robust correlation between the DV (SL) and the predictor (SMU). SMU has a USC (B) of 0.595 and a standardized beta coefficient of 0.594, according to the coefficient analysis. SL can be strongly and statistically significant predicted by SMU, as evidenced by the high t-value of 16.188 and the sig. level of $p < 0.001$.

Along with being substantial, the constant term, 1.512, with a SE of 0.149, supports the validity of the model. As a result, it is confirmed that SMU significantly affects respondents' SL in the study, rejecting the null hypothesis. This research indicates that SMU has a significant impact on stress, which calls for more research on the impact of social media on mental health.

The alternative hypothesis, according to the regression analysis for Hypothesis 5, is accepted and indicates that bringing work home has a major impact on job satisfaction. The behaviour of carrying work home accounts for about 29.6% of the variance in WS, according to the

model's R-value of 0.544 and R² value of 0.296. This is a sizable amount, indicating that the two variables have a significant link.

The statistical significance and reliable prediction of the DV by the model is confirmed by the F-statistic of 201.857, at a significance threshold of $p < 0.001$. This finding is further supported by the coefficient analysis. WBH has a considerable positive impact on WS, as seen by its USC of 0.548 and standardized beta coefficient of 0.544. The model's statistical significance and robustness are confirmed by the t-value of 14.208 and the sig. level of $p < 0.001$.

The constant term, 1.817, which has a SE of 0.153, is likewise noteworthy and adds to the validity of the model. Consequently, the alternative hypothesis is accepted and the null hypothesis is rejected, proving that bringing work home has a major and beneficial impact on job satisfaction.

The alternative hypothesis, which contends that TDS considerably lowers SL, is strongly supported by the analysis of Hypothesis 6. With an R-value of 0.640 and an R² value of 0.410, the regression model explains 41% of the variation in SL about the amount of time allotted for de-stressing. This significant effect of TDS on stress reduction is highlighted by the high percentage of explained variance. The model's resilience and efficacy in predicting SL are further supported by its F-value of 334.378 at a sig. level of $p < 0.001$.

This result is reinforced by the coefficient study since the standardized beta coefficient for TDS is 0.640 and the USC is 0.650. This suggests a strong positive correlation between TDS and a decrease in SL. The statistical importance of this link is confirmed by the t-value of 18.286 and the sig. level of $p < 0.001$. Furthermore, the t-value of 8.783 indicates the significance of the constant term of 1.273, with a SE of 0.145.

The alternative hypothesis is accepted and the null hypothesis is rejected as a result of these findings, which show that making time for de-stressing considerably reduces SL.

The alternative hypothesis, which contends that WLB has a major impact on PLS, is bolstered by the regression analysis for Hypothesis 7. The balance between work and personal life accounts for 45.7% of the variance in PLS, according to the R-value of 0.676 and R² value of 0.457. The model's excellent predictive capacity and statistical significance are further confirmed by the high F-statistic of 405.488 at a significance threshold of $p < 0.001$.

According to the coefficient analysis, Balance has a USC of 0.669, a standardized beta coefficient of 0.676, and a SE of 0.033. These values are both very significant ($p < 0.001$).

The significant influence of WLB on individual life satisfaction is further supported by the t-value of 20.137. When the balance factor is at zero, the constant term, which has a USC of 1.297 and a SE of 0.134, establishes the baseline level of PLS.

These results show a strong positive correlation between overall life satisfaction and preserving a WLB. As a result, the alternative hypothesis is accepted and the null hypothesis is rejected, proving that a healthier balance between work and leisure time greatly increases life satisfaction.

Strong evidence for the alternative hypothesis is provided by the examination of Hypothesis 8, which shows that happiness has a major impact on WES. An R-value of 0.645 in the regression analysis indicates a substantial positive association between job satisfaction and happiness. The model explains about 41.6% of the variance in WES, with an R² value of 0.416, demonstrating the significant impact of happiness on this result.

The model's statistical significance is further supported by the F-value of 343.104 at a significance threshold of $p < 0.001$, which shows that the predictor variable happiness is a reliable predictor of the DV (WES). Happiness has a USC of 0.644, a standardized beta coefficient of 0.645, and a SE of 0.035 according to the coefficients table. The fact that happiness is a significant predictor of WES is confirmed by the high t-value of 18.523 and the sig. level of $p < 0.001$.

In light of these findings, the alternative hypothesis is accepted and the null hypothesis is rejected. This implies that contentment with the work environment is strongly correlated with higher levels of happiness, highlighting the significance of promoting happiness in the workplace to raise employee satisfaction levels overall.

The alternative hypothesis is accepted since the analysis for Hypothesis 9 shows that SMU has a significant impact on one's level of PLS. Based on the regression analysis, SMU accounts for 40.9% of the variance in PLS, with an R-value of 0.639 and a R² value of 0.409. With an F-value of 332.354 and a sig. level of $p < 0.001$, the model is statistically significant, supporting the substantial predictive ability of SMU on PLS.

The USC of 1.323 for the constant in the coefficients table has a SE of 0.146, resulting in a t-value of 9.052, which is statistically significant ($p < 0.001$). The standardized beta coefficient for SMU is 0.639, whereas the USC is 0.659 with a SE of 0.036. With a significance threshold of $p < 0.001$, the t-value for SMU is 18.231, indicating a noteworthy and favourable influence

of SMU on individual life satisfaction. As a result, the null hypothesis is disproved, confirming that SMU has a big impact on how happy one is with their life.

The study for Hypothesis 10 shows that bringing work home has a considerable impact on SL, supporting the alternative hypothesis. The findings of the regression analysis indicate that the practice of carrying work home accounts for 46.3% of the variance in SL, with an R-value of 0.680 and a R^2 value of 0.463. This factor has a strong impact on SL, as evidenced by the significant share of explained variance. The model's statistical significance and robustness are further supported by the F-value of 414.647, with a sig. level of $p < 0.001$.

This suggests that the predictor variable, carrying work home, is a significant predictor of DV, SL. According to the coefficients study, the standardized coefficient (Beta) for WBH is 0.680, while the USC is 0.667 with a SE of 0.033. With a significance threshold of $p < 0.001$, the t-value of 20.363 suggests that WBH is a substantial and positive predictor of SL. Furthermore, the constant term, with a t-value of 9.950 and $p < 0.001$, is extremely significant.

The alternative hypothesis is accepted and the null hypothesis is rejected as a result of these findings, which show that employees' SL are considerably raised when they carry work home.