A Study on Socio Dimensions and its Implications on the Work-Life Balance of the Employees Working in Information Technology Companies

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This study examines how selected social factors influence the work–life balance (WLB) of employees working in IT companies across major cities in Gujarat. Moving beyond the traditional emphasis on organizational policies, it explores the impact of disposable income, wealth, access to education, family-related conflicts, social institutions, and social mobility on employees' work–life experiences. This study adopts a mixed-method, cross-sectional design, collecting primary data from 100 IT professionals through a structured questionnaire. Data were analyzed using descriptive statistics, chi-square tests, factor analysis, and multiple regression techniques. The findings indicate that the overall model is statistically significant, with disposable income being the only factor that has a significant positive effect on WLB. Other socio-factors, while not individually significant, contribute collectively to the model. The study highlights financial stability as a key determinant of WLB and suggests that organizations should strengthen compensation structures alongside flexible policies to enhance employee well-being.

Keywords: Socio Factors, Work-Life Balance, IT sector, Gujarat, Employee well-being

1. Introduction

In the twenty-first century, organisations globally are changing quickly due to unpredictability, intense rivalry, and the constant quest for increased efficiency (Nicklin et al., 2019; Kaya & Karatepe, 2020). However, the balance between work and home life has been upset by these developments, which have increased employee stress and emotional tiredness (Cegarra-Leiva et al., 2012). Employees' quality of life suffers because of being forced to work long hours or handle extra responsibilities beyond their usual responsibilities when businesses aim to meet high-performance targets (Naithani, 2010; Poulose & Sudarsan, 2017).

In addition to changing job patterns, globalisation and technological improvements have had a major impact on families, especially in India. Traditional family dynamics have changed due to the advent of multicultural lifestyles, giving rise to new worries about employees' mental health and general well-being (Trompenaars, 1994; Cegarra-Leiva et al., 2012). It has become more challenging for workers to have balanced lives

due to the on-going overlap of work and personal obligations, particularly in fiercely competitive industries such as information technology (IT) (Qu & Zhao, 2012).

According to Hofstede (1980, 2001), social is crucial in determining expectations, values and experiences at work. It affects how people see authority, organise their time, and form bonds with others (Trompenaars, 1994). Sociostructural norms, which provide societies with moral, legal, and behavioural frameworks, interact with these elements (Galinsky et al., 1996). According to scholars, WLB is the degree of equal engagement and happiness in both personal and professional activities (Clark, 2001; Frone, 2003). Additionally, Kalliath and Brough (2008) underline that WLB represents a personal sense of balance that is in line with one's life objectives. With groups and authorities like the United Nations, European Union, and International Labour Organisation pushing WLB to improve employee well-being, its significance has been acknowledged on a worldwide scale (Forbes, 2017). In order to help their employees, several businesses have implemented family-friendly policies such as remote work, counselling services, and flexible scheduling (Greenhaus & Beutell, 1985; Cegarra-Leiva et al., 2012).

Despite many studies, there is little agreement on which social elements have the most significant effects on WLB. Income, education, and religion are mentioned by some academics, while others emphasise that their effects differ depending on the demographic and geographic setting (Nicklin et al., 2019). However, it is still indisputable that social norms influence priorities, time management, and work habits (Hofstede, 2001; Trompenaars, 1994).

India's IT industry, which has grown to become a worldwide leader with over 4.5 million workers by 2021 and contributed around 8% of the country's GDP in 2020, is a prime example of these problems (Sharma, 2006; Gartner, 2021). In addition to creating well-paying positions and global prospects, the industry has also led to extended workdays, heavy workloads, and a blurring of the lines between work and home life (Forbes, 2017). Because of their lower costs and highly qualified labour, cities like Bangalore, Hyderabad, Mumbai, and Ahmedabad have become IT centres (Gartner, 2021).

The expansion of Gujarat's IT sector has been hastened by aggressive government activities, such as the creation of IT infrastructure, training initiatives, and public-private partnerships (Government of Gujarat, 2021). Although this expansion has increased employment and economic advancement, it has also changed people's lifestyles, particularly for the middle class in metropolitan areas. Professionals now face additional difficulties juggling their personal and professional responsibilities due to changes in family dynamics, more exposure to the world, and elevated job expectations. Therefore, sociological elements like education, language, religion, beliefs, values, and disposable income have a significant impact on how Gujarati IT workers perceive and manage WLB.

Thus, the purpose of this study is to investigate how social factors affect the work-life balance of IT workers in a few Gujarati cities. The research attempts to offer a fuller understanding of the difficulties and coping strategies experienced by employees in the changing work environment by incorporating social factors into the discussion of WLB.

RQ1: How do socio factors (such as disposable income, family structure, social mobility, and community support) influence the work-life balance of employees working in IT companies across selected cities in Gujarat?

RQ2: To what extent do demographic variables such as age, gender, and work experience moderate the relationship between socio factors and work-life balance among IT employees in Gujarat?

2. Theoretical Framework

The framework developed in this study views work–life balance as an outcome that is closely tied to employees' socioeconomic realities rather than being shaped solely by workplace policies. The findings suggest that financial stability, particularly in the form of disposable income, plays a central role in determining how effectively employees manage the demands of their professional and personal lives. In comparison, factors such as wealth status, access to education, community engagement, and social mobility appear to provide a broader contextual background, indirectly supporting balance rather than exerting a strong independent influence.

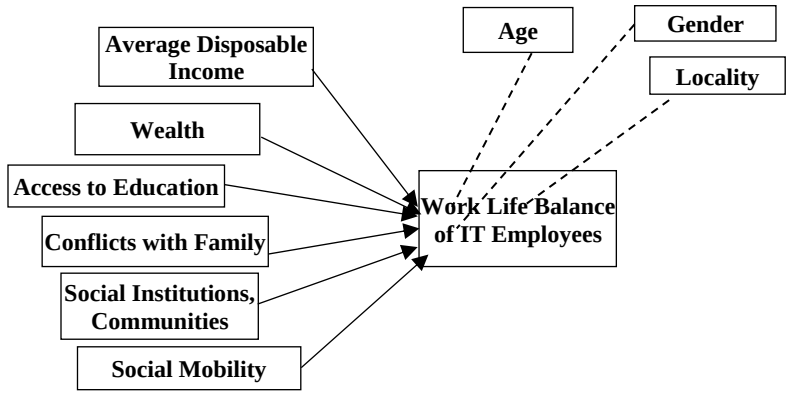


Figure1 *Conceptual Model*

Simultaneously, demographic characteristics, especially age and work experience, influence how employees interpret and respond to these socioeconomic conditions. These factors shape individual expectations, coping strategies, and adaptability within organizational settings, thereby conditioning the overall experience of work–life balance.

3. Literature Review

Work-life balance (WLB) has been widely recognised as a critical indicator of employee well-being, particularly in knowledge-intensive and service-oriented industries. Earlier studies have conceptualised WLB primarily as the absence of work-family conflict. However, contemporary research adopts a more positive perspective, defining WLB as a state in which individuals can allocate time, energy and psychological involvement across work and non-work roles in a manner that minimises strain and promotes overall well-being (Greenhaus et al., 2003).

Byrne, (2005) extends this conversation by arguing that rising workplace pressure, rapid technological change, and shifting generational expectations have fuelled employees' desire for a more meaningful balance. He uses the metaphor of "glass and rubber balls" effectively conveys how employees juggle responsibilities across work, family, friends, health, and self, with the more personal spheres often being the most vulnerable to disruption. He observed that younger workers increasingly value autonomy, flexibility, and purpose, challenging traditional norms around work commitment. While he provides an insightful conceptual narrative, Byrne's work lacks empirical grounding, which limits its ability to fully capture how these dynamics play out across different organisational contexts.

Deepa & Sivakumar, (2025) examine empirical evidence from the IT sector. Their study, centered on female IT professionals in Coimbatore, demonstrated that flexible working arrangements, mental health support, and hybrid models significantly enhanced employee engagement. Their findings echo Byrne's argument that organisational conditions strongly shape how individuals navigate work and nonwork roles. They also show that stronger WLB contributes meaningfully to emotional, cognitive, and behavioral engagement. Nevertheless, the regional focus of this study constrains the generalizability of its conclusions to India's vast and varied IT workforce.

Conservation of Resources (COR) (Hobfoll & Ford, 2007) theory posits that individuals strive to acquire and preserve valued resources, including financial assets. Financial flexibility reduces stress exposure, enhances coping capacity, and enables individuals to manage competing life demands effectively. Empirical studies have shown that financial strain is positively associated with stress and work–family conflict, whereas income stability contributes to psychological well-being and improved life satisfaction. Disposable income, in particular, provides immediate liquidity that allows individuals to access supportive services, reduce domestic burdens and mitigate financial anxiety. Therefore, higher levels of disposable income are expected to enhance employees perceived work–life balance.

H1: Disposable Income has a Significant Positive Impact on Employees' Work–Life Balance

(G. Andersen et al., 2023) empirically demonstrate the role of economic security in enhancing individual well-being in low- and middle-income contexts. Using a quasi-experimental design based on an Ethiopian housing lottery, the authors examined over 3,000 lottery winners and non-winners two years after allocation. Their findings indicate that improvements in household wealth significantly increase overall life satisfaction, with winners reporting gains of approximately 0.2 standard deviation. The robustness of the results across multiple model specifications underscores wealth's stabilizing effect on psychological well-being. These findings suggest that long-term economic security, rather than short-term income fluctuations alone, can contribute to improved quality of life, thereby providing empirical support for the proposition that wealth positively influences work–life balance.

H2: Wealth has a Significant Positive Impact on Employees' Work–Life Balance.

Human Capital Theory suggests that education enhances skills, adaptability, and occupational mobility. Higher educational attainment increases job autonomy and

perceived competence, which are positively associated with reduced role strain and improved balance outcomes. Research indicates that employees with greater professional development opportunities experience enhanced control over work demands, thereby facilitating better integration between work and personal domains. Thus, access to education is hypothesized to positively influence work–life balance. (Winterton & Cafferkey, 2020)

H3: Access to education and professional development opportunities has a significant positive impact on employees' work–life balance.
(Bernuzzi et al., 2023) examine the relationship between workplace incivility, work–family conflict, and burnout among emergency personnel. Drawing on data from 304 Italian firefighters and emergency room professionals, the authors employed structural equation modeling and confirmatory factor analysis to test their proposed framework. The findings reveal that victim rudeness significantly increases work-to-family conflict, which in turn is positively associated with burnout symptoms, both directly and indirectly. This study highlights how conflict originating in one domain can spill over into another, depleting emotional resources and reducing overall well-being. The results provide empirical support for the strain-based perspective of role conflict theory, suggesting that increased family-related or inter-role conflict undermines individuals' capacity to maintain balance across life domains. These findings substantiate the expectation that higher levels of family conflict negatively affect work–life balance.

H4: Family Related Conflicts Significantly Negatively Impact Employees' Work–Life Balance.
Based on (Mishra & Bharti, 2024)published in The Learning Organization, social institutions and community support significantly enhance employees' work–life balance (WLB) by functioning as critical external resources. Drawing on the Conservation of Resources theory proposed by Stevan E. Hobfoll, the study argues that individuals strive to acquire and preserve valuable social resources to prevent stress and role conflict. Empirically, the authors find that social support—operationalized through partner/family support and co-worker support—positively predicts WLB ($\beta = 0.29$, $p < 0.05$) and partially mediates the relationship between hybrid work and WLB. The findings indicate that when employees receive emotional understanding, domestic assistance, and collegial cooperation, they are better able to negotiate professional and personal role expectations, thereby reducing strain and enhancing their perceived balance. Thus, the study substantiates that social institutions and community-based support systems are not peripheral factors but structurally significant determinants of employees' work–life balance.

H5: Social Institutions and Community Support Have a Significant Positive Impact on Employees' Work–Life Balance.
Prior research indicates that perceived social mobility in career progression is shaped primarily by individual performance and strategic positioning within organizations. Employees in high-technology sectors tend to view success in projects as the most critical determinant of upward mobility, followed by organizational politics and the ability to exert influence over supervisors. Conversely, managerial perspectives

emphasize formal education and multidisciplinary knowledge as key drivers of mobility. Notably, demographic factors such as age and gender appear to exert minimal influence on perceived career advancement, underscoring the predominance of merit-based and self-promotional mechanisms in shaping mobility perception. These findings suggest that when employees perceive strong opportunities for social mobility through performance and strategic career behaviors, they are more likely to experience enhanced psychological security and satisfaction, which positively contributes to their work–life balance. Therefore, it is posited that perceived social mobility has a significant positive impact on employees' work–life balance.(Webster & Beehr, 2013)

H6: Perceived Social Mobility has a Significant Positive Impact on Employees' Work–Life Balance.

Prior studies on IT professionals in India's metropolitan regions indicate that demographic and contextual factors influence employees' work–life balance (WLB). Research shows that older and more experienced professionals demonstrate better boundary management, coping ability, and resilience, leading to more effective WLB and lower mental stress. Moderation findings further suggest that WLB practices are more beneficial for employees with greater age and tenure. Additionally, locality—particularly employment in high-pressure metropolitan IT hubs characterized by long working hours and constant connectivity—shapes employees' capacity to maintain a balance. These findings collectively imply that age, experience, and work locality are significant determinants of WLB among IT employees. (Rawat & Singh, 2024)

H7: Age, Experience, and Locality are Significantly Associated with Work–Life Balance among IT Employees.

Research Gap

Work–life balance (WLB) literature has predominantly focused on organizational policies and psychological factors such as flexibility, supervisor support, stress, and burnout. While socio-cultural influences are acknowledged in theory, limited empirical research has systematically examined the relative impact of socio-economic determinants on WLB, particularly in emerging economies such as India.

Existing studies often assume that factors such as social mobility, institutional support, and educational access enhance work–life balance. However, there is insufficient empirical evidence comparing these broader social dimensions with financial capacity, especially disposable income, as a structural enabler of balance. The extent to which economic security outweighs other socio-cultural variables in shaping WLB remains underexplored.

Additionally, research on India's IT sector has largely concentrated on major metropolitan hubs, leaving regional ecosystems such as Gujarat insufficiently examined. This creates a contextual gap in understanding how socio-economic factors influence WLB within rapidly developing, non-metro IT environments.

4. Research Methodology

This research adopts a mixed-method approach, combining both exploratory and descriptive designs. The descriptive method helps gather factual and measurable data

to evaluate the current status of work-life balance (WLB) among IT professionals in Gujarat. Simultaneously, the exploratory design provides deeper insights into the socio-cultural dimensions influencing WLB, uncovering patterns, perceptions, and emerging challenges. The integration of both designs allowed the study to achieve quantitative accuracy along with qualitative depth.
To collect primary data, the survey method was chosen as it is suitable for investigating a contemporary and evolving issue. A cross-sectional design was applied to capture employee perspectives at one point in time to present a clear picture of their work-life balance experiences.

4.1 Sample

In this study, the sample design was determined based on the suitability and availability of the required sampling frames. The researcher employed the convenience sampling method to select respondents from the employees of the chosen IT companies. Before conducting the final data collection, a pilot survey was carried out with 100 IT employees. The preliminary questionnaire covered demographic information along with questions related to socio-cultural and organizational factors influencing work-life balance. To enhance clarity and relevance, feedback was obtained from seven academic and industry experts in the field. After incorporating their recommendations, the questionnaire was finalized, comprising 77 items.

4.2 Measurement (Likert Scale)

A five-point Likert scale was used to measure employee responses, a tool known for reliability in capturing attitudes and perceptions. Items were rated as:
1= Strongly Disagree
2=Disagree
3=Neutral
4=Agree
5 = Strongly Agree

The scale enabled respondents to express degrees of agreement, supporting statistical evaluation of trends, patterns, and variable relationships. It was especially effective in measuring constructs like workplace conditions, health programs, task autonomy, and time management, which are inherently perception-based and multidimensional.

4.3 Data Collection Methods

Primary and secondary sources were used for data collection.
Primary Data: The questionnaire was distributed to IT employees across five cities in Gujarat: Ahmedabad, Gandhinagar, Rajkot, Surat, and Vadodara. Due to the absence of a complete sampling frame, a stratified convenience sampling method was employed to ensure representation by company type (government vs. private sector) and location. Data collection was conducted via Google Forms for accessibility and efficiency.

Secondary Data: Supplementary information was gathered from research papers, Ph.D. theses, IT company reports, academic journals, books, websites and electronic

media. These resources contributed to building the theoretical framework and refining the questionnaire.

4.4 Data Analysis

The data was analyzed using SPSS (Statistical Package for the Social Sciences), which is widely recognized for its ability to process large datasets and perform advanced statistical analyses. Both descriptive and inferential statistics were applied.

- Descriptive Statistics: Frequency distribution, mean, and standard deviation.
- Inferential Statistics: Correlation, regression, and factor analyses were used to examine inter-variable relationships and test hypotheses.

This combination of statistical tools provided a comprehensive understanding of how socio-cultural dimensions impact the work-life balance of IT employees. The use of SPSS ensured the accuracy, consistency, and reliability of the results.

5. Analysis and interpretation

5.1 Reliability of Data

Table1 *Reliability of the Data*

Cronbach's Alpha	Number of Items
0.861	77

Cronbach's alpha was computed to examine the reliability and internal consistency of the research instrument. Reliability analysis was conducted to determine the extent to which the items in the questionnaire consistently measured the underlying constructs. The results of the reliability test are presented in Table 5.1

Interpretation

The Cronbach's Alpha value of 0.861 for 77 items indicates a high level of internal consistency among the items in the questionnaire. Since the alpha value exceeds the acceptable threshold of 0.70, the instrument is considered reliable. Therefore, the data collected through the questionnaire were suitable for further statistical analysis.

5.2 Demographic Profile of Respondents

Table 2 *Demographic Profile of the Respondents*

List of Variables		Frequency	Percentage
Sector	Government	17	17.0
	Private	83	83.0
	Total	**100**	**100.0**
Selected Cities	Ahmedabad	14	14.0
	Rajkot	9	9.0
	Surat	9	9.0
	Vadodara	64	64.0

	Gandhinagar	4	4.0
	Total	**100**	**100.0**
Age Group	18-24 Years	4	4.0
	25-31 Years	51	51.0
	32-38 Years	27	27.0
	39-45 Years	10	10.0
	46-51 Years	6	6.0
	Above 51 Years	2	2.0
	Total	**100**	**100.0**
Experience	0-5 Years	48	48.0
	6-10 Years	31	31.0
	11-15 Years	9	9.0
	More than 15 Years	12	12.0
	Total	**100**	**100.0**
Level of Management	Top	13	13.0
	Middle	68	68.0
	Lower	19	19.0
	Total	**100**	**100.0**
Experience in Present Organization	Less Than 1 Year	4	4.0
	1-5 Year	73	73.0
	6-10 Years	15	15.0
	11-15 Years	4	4.0
	More Than 15 Years	4	4.0
	Total	**100**	**100.0**
Working Hours	Less than 6 Hours	10	10.0
	6 to 8 Hours	27	27.0
	More than 8 Hours	63	63.0
	Total	**100**	**100.0**
Marital Status	Unmarried	51	51.0
	Married	49	49.0
	Total	**100**	**100.0**
Type of Family	Nuclear Family	57	57.0
	Joint Family	28	28.0
	Single Parent	15	15.0
	Total	**100**	**100.0**
Number of Child / Children	One	10	10.0
	Two	20	20.0

	More than two	11	11.0
	None	59	59.0
	Total	**100**	**100.0**
Number of Family Members	Less than three	18	18.0
	Three	22	22.0
	Four	30	30.0
	Five	17	17.0
	More than five	13	13.0
	Total	**100**	**100.0**
Responsibility of Care Taking	Childcare	11	11.0
	Elder care	30	30.0
	Both	13	13.0
	No Care taking	46	46.0
	Total	**100**	**100.0**
Location of Residence	Rural	19	19.0
	Semi-rural	40	40.0
	Urban	41	41.0
	Total	**100**	**100.0**
Number of Earning Members	One	21	21.0
	Two	59	59.0
	More than two	20	20.0
	Total	**100**	**100.0**
Monthly Income	Less than 100000	8	8.0
	100001-200000	18	18.0
	200001-300000	11	11.0
	300001-400000	8	8.0
	More than 400000	55	55.0
	Total	**100**	**100.0**

The respondents were mainly young IT professionals, with most (83%) employed in the private sector and concentrated in Vadodara. Over half are aged 25–31, with limited work experience (0–5 years for 48%) and are mostly in middle management roles (68%). A majority have worked in their current organization for 1–5 years, and 63% work more than 8 hours daily. The sample shows an even split between married and unmarried, with nuclear families (57%) being the most common and nearly 60% of the sample without children. Caregiving responsibilities are minimal, although 30% of the participants care for the elderly. Most live in urban or semi-urban areas, enjoy financial stability (55% earning above ₹400,000), and often belong to dual-income households (59%). Overall, the demographics reflect a young, urban, professionally active, and economically stable workforce.

Mean and Standard Deviation (S.D.) of Social Factors

Table 3 *Mean & SD of Social Factors*

Average Disposable Income	**Mean**	**S.D.**
I am happy with my present Average disposable income.	3.5800	1.22417
The average disposable income in my job role allows me to manage my expenses effectively.	3.0300	1.20147
My disposable income is sufficient to support a good work-life balance.	3.0000	1.18065
Wealth	**Mean**	**S.D.**
My financial stability improved when I started working for an IT firm.	3.2900	1.28153
My total wealth has been much enhanced by the pay and benefits that my IT firm offers.	3.1000	1.18492
I think that working in the IT industry has improved my financial situation.	3.1800	1.28220
My company's work environment helps its employees to achieve prosperity and financial success.	3.1200	1.26555
Access to Education	**Mean**	**S.D.**
My company allows Training Leave for Workshops.	3.4400	1.28959
My company permits me to work and study together.	3.1200	1.25754
My company has a study area and library facility.	3.2200	1.33015
My company aids in my academic development.	3.0400	1.26267
Conflicts with Family	**Mean**	**S.D.**
My busy schedule prevents me from spending time with my family.	3.4400	1.22532
My social life is out of control since there is no work culture.	2.8100	1.25284
I cannot travel to my hometown to enjoy holidays with family because of leave-related issues.	3.1600	1.22862
Social Institutions, Communities	**Mean**	**S.D.**
My company fosters a sense of community among their employees.	3.3700	1.27648
There is a chance for Socialisation and team-building exercises.	2.9900	1.15902
The company encourages communities or interest groups.	3.2100	1.12182
Social Mobility	**Mean**	**S.D.**
Working in this company has brought change in my social class.	3.5200	1.13244
My company's prospects for job progression are satisfactory to me.	3.0900	1.27204
The company's social mobility policy enhances my happiness in employment.	3.1900	1.26087
My Organization is welfare oriented.	3.0500	1.28216

The findings show that IT employees generally hold neutral to slightly positive perceptions across socio-economic factors. While they are moderately satisfied with their income (mean = 3.58), concerns remain over managing expenses and balancing finances with work-life. Wealth perceptions are modest, with some improvement in

stability but limited impact on overall wealth. Access to education receives mixed ratings, with training leave being the most valued. Family conflicts are evident, especially time constraints, although poor work culture is less of a concern. Social institutions and communities are moderately appreciated, although socialization opportunities lag. Social mobility reflects a positive trend, with some influence on social class and fair job progression. Overall, employees show mild satisfaction, but improvement is needed in financial support, educational opportunities, and work–family balance.

5.3 Factor Analysis.

5.4.1 Factor analysis of Social Factors

The factor analysis was conducted to identify underlying constructs that explain the patterns of correlations within a set of observed variables related to employee perceptions of income, wealth, education, family conflicts, community, and social mobility.

KMO and Bartlett's Test

Table 4 *Kaiser-Meyer-Olkin Measure of Sampling Adequacy*

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		**0.623**
Bartlett's Test of Sphericity	Approx. Chi-Square	396.566
	Df	210
	Sig.	.000

Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy: The KMO value is 0.623, which falls within the *mediocre* range (0.6–0.7), suggest hating the sample is adequate for factor analysalthoughough not optimal. A higher KMO (above 0.7) would have indicated a stronger basis for identifying underlying factors.

Bartlett's Test of Sphericity: The test is statistically significant ($p < 0.001$) with a chi-square of 396.566 and 210 degrees of freedom, indicating that correlations among variables are sufficient for factor analysis.

Table 5 *Bartlett's Test of Sphericity*

Statements	**Initial**	**Extraction**
I am happy with my present Average disposable income.	1.000	.583
The average disposable income in my job role allows me to manage my expenses effectively.	1.000	.820
My disposable income is sufficient to support a good work-life balance.	1.000	.699
My financial stability improved when I started working for an IT firm.	1.000	.737
My total wealth has been much enhanced by the pay and benefits that my IT firm offers.	1.000	.671
I think that working in the IT industry has improved my financial situation.	1.000	.668

My company's work environment helps its employees to achieve prosperity and financial success.	1.000	.725
My company allows Training Leave for Workshops.	1.000	.663
My company permits me to work and study together.	1.000	.643
My company has a study area and library facility.	1.000	.499
My company aids in my academic development.	1.000	.589
My busy schedule prevents me from spending time with my family.	1.000	.649
My social life is out of control since there is no work culture.	1.000	.720
I cannot travel to my hometown to enjoy holidays with family because of leave-related issues.	1.000	.533
My company fosters a sense of community among their employees.	1.000	.673
There is a chance for Socialization and team-building exercises.	1.000	.399
The company encourages communities or interest groups.	1.000	.728
Working in this company has brought change in my social class.	1.000	.680
My company's prospects for job progression are satisfactory to me.	1.000	.594
The company's social mobility policy enhances my happiness in employment.	1.000	.669
My Organization is welfare oriented.	1.000	.536
Extraction Method: Principal Component Analysis.		

All items show initial communalities of 1.000, as expected. Extraction communalities range from 0.399 to 0.820, meaning a good portion of variance in most variables is explained by the extracted components. Items like *"The average disposable income in my job role allows me to manage my expenses effectively"* (0.820) and *"My company's work environment helps its employees to achieve prosperity and financial success"* (0.836) exhibit strong communalities, indicating that they are well represented by the extracted factors. However, a few items, such as *"There is a chance for Socialisation and team- building exercises"* (0.399), show lower communalities, suggesting weaker representation.

Table 6 *Total Variance*

CT	Initial Eigen Values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	A	B	C	A	B	C	A	B	C
1	3.353	15.969	15.969	3.353	15.969	15.969	1.829	8.711	8.711
2	2.282	10.868	26.837	2.282	10.868	26.837	1.820	8.664	17.376
3	1.640	7.809	34.646	1.640	7.809	34.646	1.778	8.468	25.844
4	1.558	7.421	42.067	1.558	7.421	42.067	1.774	8.449	34.293
5	1.304	6.210	48.277	1.304	6.210	48.277	1.703	8.108	42.400
6	1.217	5.793	54.069	1.217	5.793	54.069	1.673	7.967	50.368
7	1.104	5.259	59.329	1.104	5.259	59.329	1.515	7.213	57.581

8	1.019	4.854	64.183	1.019	4.854	64.183	1.386	6.602	64.183
9	.966	4.599	68.782						
10	.848	4.040	72.822						
11	.742	3.535	76.357						
12	.683	3.253	79.610						
13	.666	3.169	82.779						
14	.604	2.874	85.653						
15	.569	2.710	88.364						
16	.532	2.532	90.896						
17	.523	2.490	93.385						
18	.409	1.948	95.333						
19	.364	1.732	97.065						
20	.339	1.612	98.677						
21	.278	1.323	100.000						
CT= Component Total A=Total B=% of Variance C=Cumulative %									

Eight components have eigenvalues greater than 1 and collectively explain 64.18% of the total variance, which is acceptable for social science research. The first component explains 8.711% of variance after rotation, and each successive component contributes between 6.602% and 8.664%, indicating a reasonably even distribution among the components.

Table 7 *Rotated Component Matrix*

Sr. No.	Statements	Components							
		1	2	3	4	5	6	7	8
1	I am happy with my present Average disposable income.	.613	-.143	-.111	.239	.007	-.241	.237	.055
2	The average disposable income in my job role allows me to manage my expenses effectively.	-.113	.005	-.015	.107	.039	.200	.065	.865
3	My disposable income is sufficient to support a good work-life balance.	-.229	.282	.672	.114	-.245	.194	.024	.065
4	My financial stability improved when I started working for an IT firm.	.213	.094	.042	.073	.046	.215	.792	-.014
5	My total wealth has been much enhanced by the pay and benefits that my IT firm offers.	-.064	.095	.088	.777	.108	-.173	.058	-.049
6	I think that working in the IT industry has improved my financial situation.	.037	.658	.034	.083	.051	.028	.404	.243
7	My company's work environment helps its employees to achieve prosperity and financial success	.076	-.036	.836	.015	.001	.007	.133	-.016
8	My company allows Training Leave for Workshops.	.789	.083	.022	-.097	-.016	.134	.076	-.016
9	My company permits me to work and study together.	-.047	.741	.080	.155	.049	.194	-.036	-.144
10	My company has a study area and library facility.	.035	.206	.108	.055	.273	.494	-.316	.151
11	My company aids in my academic development.	-.087	.356	.509	.104	.291	.125	-.281	.080
12	My busy schedule prevents me from spending time with my family.	.103	-.075	-.320	-.071	.640	.154	.230	.198

13	My social life is out of control since there is no work culture.	-.573	-.073	.169	.137	.150	-.155	.519	.149
14	I cannot travel to my hometown to enjoy holidays with family because of leave-related issues.	-.137	.080	.036	-.072	.704	-.047	-.055	-.009
15	My company fosters a sense of community among their employees.	.402	-.012	.191	.323	.522	.140	.040	-.276
16	There is a chance for Socialisation and team- building exercises.	.037	.372	.200	.374	-.243	.068	-.092	.084
17	The company encourages communities or interest groups.	-.028	.226	.119	.011	-.148	.752	.271	.021
18	Working in this company has brought change in my social class.	.304	-.284	.059	.159	.306	.552	.102	.265
19	My company's prospects for job progression are satisfactory to me.	-.006	.064	-.104	.640	.023	.403	.066	.057
20	The company's social mobility policy enhances my happiness in employment.	.264	.482	.275	.040	-.003	-.168	-.172	.482
21	My Organization is welfare oriented.	.117	.141	.121	.567	-.294	.105	.045	.259

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 15 iterations.

Interpretation: Using Varimax rotation, eight components were extracted, and the pattern of factor loadings reveals distinct thematic groupings. Key component interpretations are as follows: Component 1 – Educational Support & Community: This component reflects support for academic development and workplace community. Component 2 – Study-Work Flexibility & Personal Belief Alignment Suggests a factor related to organizational flexibility and belief/value congruence. Component 3 – Income and Prosperity represent perceptions of economic satisfaction and well-being. Component 4 – Wealth and Career Progression Reflects career-linked financial enhancement. Component 5 – Work-Family Conflict Indicates conflict between professional obligations and family life. Component 6 – Community Participation and Inclusion Denotes employee inclusion and social capital growth. Component 7 – Financial and Social Stability Shows perceived stability and personal upliftment through employment. Component 8 – Organizational Welfare & Equality, this factor ties to organizational policies that promote welfare and fairness.

Conclusion: The factor analysis effectively condensed 21 statements into 8 meaningful components explaining 64.18% of total variance. The components reflect a mix of financial well-being, educational support, community culture, family-work conflict, and personal belief alignment, suggesting that employees perceive their work environment as multifaceted in shaping both professional and personal life satisfaction. The results offer clear directions for improving organizational policy, especially in areas like work- life balance, belief/value alignment, and institutional support systems.

5.4.2 Factor analysis of Work Life Balance Factors

The factor analysis was conducted to identify underlying constructs that explain the patterns of correlations within a set of observed variables related to employee perceptions of income, wealth, education, family conflicts, community, and social mobility.

Table 8 *KMO and Bartlett's Test*

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		**0.592**
Bartlett's Test of Sphericity	Approx. Chi-Square	639.639
	Df	325
	Sig.	.000

The Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy is 0.592, which falls within the "mediocre" range (0.50–0.60). While this is above the minimum acceptable threshold of 0.50, it indicates that the sampling adequacy is just sufficient for conducting factor analysis. Ideally, a higher KMO (≥ 0.7) would indicate stronger patterns of correlations suitable for structure detection; therefore, caution is warranted in interpreting marginal factors.

The Bartlett's Test of Sphericity yields a Chi-Square value of 639.639 with 325 degrees of freedom and a significance level of p = .000, indicating that the correlation matrix is not an identity matrix. This indicates that there are adequate correlations among the variables, justifying the use of factor analysis.

Together, these results support proceeding with factor analysis, although the relatively low KMO suggests that some variables may not share sufficient common variance, potentially impacting the stability of the factor solution. Further refinement of the items or samples could improve the model fit in future studies.

Table 9 *KMO Range Communalities*

Statements	**Initial**	**Extraction**
I am getting more and more requests from my supervisor to help them with their work challenges.	1.000	.674
In my job, I'm always placed in a situation where one job duty conflicts with another.	1.000	.671
I do things that are appropriate to be accepted by one person but not accepted by others.	1.000	.499
My company provides a variety of tasks that keep my work engaging and stimulating.	1.000	.640
My company encourages job rotation and cross-training to enhance task variety for employees.	1.000	.703
My company allows me to work on different projects, positively impacting my job satisfaction.	1.000	.746
My company recognises that task variety contributes to employee well-being and reduces boredom.	1.000	.700
My company allows me to make decisions regarding how I complete my tasks.	1.000	.498
My company encourages me to take the initiative and find solutions to challenges.	1.000	.733
My company supports my ability to choose how I approach my work tasks, enhancing my job satisfaction.	1.000	.646
My superior is empathetic enough to understand whenever I need time off.	1.000	.761
I can share my work with my colleagues in an emergency.	1.000	.579

The job provides me with the option of working from home.	1.000	.667
My Organization has flexible Starting and finishing hours.	1.000	.574
My job responsibilities allow me to get enough sleep, exercise and healthy food.	1.000	.506
My Organization provides a gym/fitness centre to keep employees healthy and fit.	1.000	.593
My company does nutrition consulting at our workplace.	1.000	.530
I can concentrate on my work without frequent interruptions during working hours.	1.000	.531
My work environment is free from unnecessary distractions that hinder my focus.	1.000	.635
Frequent interruptions at work affect my ability to focus on essential tasks.	1.000	.600
I can manage my time between personal and rofessional commitments effectively.	1.000	.688
I frequently struggle to balance my work deadlines with personal time.	1.000	.532
I have sufficient control over my schedule to manage my work and personal life.	1.000	.734
The availability of counselling services at my workplace helps me manage work-life challenges.	1.000	.623
I feel comfortable seeking counselling services my Organization provides for work-related stress.	1.000	.652
Counselling services at my workplace have improved my ability to balance work and personal life.	1.000	.615
Extraction Method: Principal Component Analysis		

The communalities table displays the proportion of variance in each item explained by the extracted factors. Initially, all values are 1.000 (as expected), indicating 100% of the variance is considered. After extraction, the communalities represent how much of each item's variance is retained in the factor solution. High Communalities (≥ 0.70): Items such as *"My company allows me to work on different projects…"* (.746), *"My superior is empathetic…"* (.761), and *"I have sufficient control over my schedule…"* (.734) have high communalities, indicating these items are well explained by the extracted components and strongly aligned with underlying factors. Lower Communalities (< 0.50): *"I do things that are appropriate to be accepted by one person but not accepted by others."* (.499) *"My company allows me to make decisions regarding how I complete my tasks."* (.498) These items have weaker representation in the factor solution, possibly indicating that they are more ambiguous, less aligned with the dominant factors, or behave differently in the data.

The extracted components explain a reasonable amount of variance across most variables, with communalities ranging from .498 to .761. This suggests that the factor model captures the key themes well, although a few items may require refinement or reassessment for future analyses. Overall, the data appears appropriate for exploring latent dimensions related to task variety, autonomy, support, flexibility, and work-life balance in the workplace.

Table 10 *Total Variance Explained*

CT	Initial Eigen Values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	A	**B**	**C**	**A**	**B**	**C**	**A**	**B**	**C**
1	4.329	16.652	16.652	4.329	16.652	16.652	2.136	8.215	8.215
2	2.396	9.216	25.867	2.396	9.216	25.867	2.010	7.732	15.946
3	1.910	7.347	33.215	1.910	7.347	33.215	1.947	7.489	23.436
4	1.637	6.297	39.511	1.637	6.297	39.511	1.865	7.173	30.609
5	1.490	5.732	45.243	1.490	5.732	45.243	1.865	7.172	37.781
6	1.275	4.905	50.149	1.275	4.905	50.149	1.841	7.080	44.861
7	1.173	4.512	54.660	1.173	4.512	54.660	1.617	6.219	51.080
8	1.095	4.211	58.871	1.095	4.211	58.871	1.592	6.123	57.203
9	1.023	3.933	62.805	1.023	3.933	62.805	1.456	5.602	62.805
10	.991	3.811	66.615						
11	.967	3.718	70.333						
12	.878	3.377	73.711						
13	.825	3.175	76.885						
14	.800	3.078	79.964						
15	.686	2.638	82.602						
16	.637	2.448	85.050						
17	.613	2.356	87.406						
18	.543	2.089	89.495						
19	.485	1.865	91.360						
20	.464	1.785	93.146						
21	.421	1.621	94.767						
22	.389	1.495	96.262						
23	.308	1.186	97.448						
24	.253	.972	98.420						
25	.223	.856	99.275						
26	.188	.725	100.000						

CT= Component Total A=Total B=% of Variance C=Cumulative %

Total variance explained after rotation is 62.81%, which is adequate for exploratory factor analysis in the social sciences (typically, 60%+ is acceptable). The first rotated component explains 8.215% of variance, which is relatively low, indicating that no single factor dominates— suggesting a multifaceted construct. The even distribution of variance (6.1% to 8.2% per component) shows that multiple dimensions contribute meaningfully. This PCA result supports the validity of your factor model, suggests a diverse but balanced structure of latent variables, and provides a sound statistical basis

for identifying nine distinct components related to your themes (e.g., autonomy, flexibility, support, task variety, work-life balance, etc.).

Table11 *Rotated Component Matrix*

Sr. No.	Statements	Components								
		1	2	3	4	5	6	7	8	9
1	I am getting more and more requests from my supervisor to help them with their work challenges.	.296	.180	-.232	-.102	.532	.015	.051	.357	-.277
2	In my job, I'm always placed in a situation where one job duty conflicts with another.	-.105	-.097	.153	-.035	.738	.113	.237	-.098	.058
3	I do things that are appropriate to be accepted by one person but not accepted by others.	.052	.076	.056	.052	.065	.106	.280	-.045	.624
4	My company provides a variety of tasks that keep my work engaging and stimulating.	.045	.598	.277	-.279	.321	-.001	-.090	.085	.087
5	My company encourages job rotation and cross-training to enhance task variety for employees.	-.180	.081	.694	.230	.080	.185	.126	.263	-.064
6	My company allows me to work on different projects, positively impacting my job satisfaction.	-.017	.023	.163	-.001	-.009	-.003	.225	.810	.111
7	My company recognises that task variety contributes to employee well-being and reduces boredom.	.132	.086	.126	.141	.054	.753	.169	.191	.058
8	My company allows me to make decisions regarding how I complete my tasks.	.275	.216	.016	-.037	.400	.266	-.040	.341	.156
9	My company encourages me to take the initiative and find solutions to challenges.	.067	.038	.789	-.012	.012	.168	.012	-.250	.114
10	My company supports my ability to choose how I approach my work tasks, enhancing my job satisfaction	.204	-.003	.706	-.110	.104	-.030	-.118	.258	.031
11	My superior is empathetic enough to understand whenever I need time off.	.841	-.094	.024	.066	.146	.058	.009	-.016	-.122
12	I can share my work with my colleagues in an emergency.	-.023	.143	.052	.389	.060	.091	.605	.140	.082
13	The job provides me with the option of working from home.	.180	.105	.069	.755	.075	-.139	.065	-.013	.140
14	My Organization has flexible Starting and finishing hours.	-.013	.201	.011	.401	.120	.387	-.236	.371	.118
15	My job responsibilities allow me to get enough sleep, exercise and healthy food.	.293	.326	.006	.243	.367	.064	-.335	.025	.056
16	My Organization provides a gym/fitness centre to keep employees healthy and fit.	.128	-.274	.228	.155	.011	.550	-.128	.000	.328
17	My company does nutrition consulting at our workplace.	.064	.098	.104	.229	.605	-.008	-.024	.043	.291
18	I can concentrate on my work without frequent interruptions during working hours.	.443	.198	-.031	.197	.289	-.002	-.193	.332	.159
19	My work environment is free from unnecessary distractions that hinder my focus.	-.036	.012	-.002	.030	.223	.093	-.170	.282	.682
20	Frequent interruptions at work affect my Cability to focus on essential tasks.	.053	-.088	-.053	.040	.099	.094	.749	.060	.043
21	I can manage my time between personal and professional commitments effectively.	.169	.731	-.099	.304	-.046	-.110	.063	-.045	-.050
22	I frequently struggle to balance my work deadlines with personal time.	-.243	.096	.062	-.134	.103	.580	.169	-.257	.017
23	I have sufficient control over my schedule to manage my work and personal life.	.642	.103	.057	.008	-.214	.041	.315	-.020	.400
24	The availability of counselling services at my workplace helps me manage work-life challenges.	.546	.469	.225	.113	-.024	-.180	-.094	.014	-.002
25	I feel comfortable seeking counselling services my Organization provides for work-related stress.	-.004	.034	-.037	.702	.008	.337	.196	.002	-.065
26	Counselling services at my workplace have improved my ability to balance work and personal life.	-.121	.670	.015	.080	.039	.337	.005	.133	.107
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. Rotation converged in 20 iterations.										

Interpretation: In Component 1: Supervisor Support & Emotional Resources. High loadings were found in "My superior is empathetic enough to understand whenever I need time off. (.841)" "I have sufficient control over my schedule to manage my work and personal life. (.642)" "The availability of counselling services... (.546)" and "I can concentrate on my work. (.443)". In Component 2: Time Management & Work-Life Balance, High loadings were found in "I can manage my time between personal and professional commitments effectively. (.731)" Counselling services have improved my work-life balance. (.670) My company provides a variety of tasks... (.598) Component 3: Autonomy & Initiative, High loadings founds in my company encourages me to take initiative... (.789) My company supports my ability to choose how I work... (.706) Job rotation and cross-training (.694) Component 4: Flexibility & Remote Work, High loadings: Work from home option (.755) Comfortable seeking counselling (.702) Flexible start/finish hours (.401) Component 5: Role Conflict & Pressure, High loadings: Job duty conflicts (.738) Nutrition consulting (.605) Requests from supervisor (.532) Component 6: Wellness Programs, High loadings: Task variety reduces boredom (.753) Struggle to balance deadlines and personal time (.580) Fitness centre availability (.550) Component 7: Interruptions & Focus, High loadings: Frequent interruptions affect focus (.749), Share work in emergency (.605) Component 8: Project Variety, High loadings found in Work on different projects (.810) and in the Component 9: Social Dissonance / Value Conflict, High loadings: Do things accepted by some but not by others (.624), Distractions hinder focus (.682)

5.4 Model Summary

Table 12 *R square*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.602	.362	.321	.42960

The regression model was statistically significant ($F(6, 93) = 8.795$, $p < 0.001$), indicating that the set of social factors collectively predicts work–life balance among IT employees in selected cities in Gujarat.

5.5 ANOVA

Table 13 *ANOVA*

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.739	6	1.623	8.795	.000
	Residual	17.163	93	.185		
	Total	26.903	99			
Dependent Variable: Work Life Balance						

The correlation coefficient ($R = 0.602$) suggests a moderate positive association between the predictors and WLB. The coefficient of determination ($R^2 = 0.362$) indicates that approximately 36.2% of the variance in work–life balance can be explained by the selected social variables. The adjusted R^2 of 0.321 confirms that even after controlling for the number of predictors, the model retains meaningful explanatory power.

5.6 Coefficients

Table 14 *Coefficients*

Statements of Brand Association	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.425	.319		4.465	.000
Disposable Income	.222	.074	.285	3.006	.003(0.05)
Wealth	.089	.067	.128	1.324	.189
Access to Education	.092	.064	.136	1.441	.153
Conflicts with Family	-.055	.055	-.085	-1.011	.315
Social Institutions Communities	.103	.072	.146	1.429	.156
Social Mobility	.109	.076	.153	1.436	.154

Regression analysis tested Among the predictors, Disposable Income had a significant positive effect (B = 0.222, SE = 0.074, β = 0.285, t = 3.006, p = 0.003), indicating that a one-unit increase in disposable income increases WLB by 0.222 units, holding other variables constant. In contrast, Wealth (β = 0.128, p = 0.189), Access to Education (β = 0.136, p = 0.153), Conflicts with Family (β = −0.085, p = 0.315), Social Institutions (β = 0.146, p = 0.156), and Social Mobility (β = 0.153, p = 0.154) were not statistically significant predictors.

The empirical analysis reveals that among the examined socio-economic determinants, disposable income is the only factor exerting a statistically significant positive effect on work–life balance among IT employees in Gujarat. Other socio-economic variables—including wealth, education, family conflict, community support, and perceived social mobility—did not demonstrate independent predictive power. Additionally, age and work experience significantly shape employees' WLB perceptions, indicating that accumulated personal coping resources enhance boundary management as time passes. Collectively, the findings indicate that immediate financial flexibility and experiential maturity constitute the most salient resource bases underpinning work–life balance in emerging-economy IT professionals.

6. Implications and limitations

This study demonstrates that socio-cultural dimensions play a vital role in shaping the work-life balance (WLB) of IT professionals in Gujarat. Among the factors examined, disposable income was identified as the most influential, highlighting how financial security helps reduce stress and allows employees to better manage both personal and professional roles. For organizations, these insights imply the importance of the following:

- Designing pay structures and benefits that strengthen employees' disposable income and ease financial pressure.
- Introducing supportive practices such as flexible working hours, wellness initiatives, and family-oriented programs to boost satisfaction and retention.

- Considering demographic variations—particularly age and experience—when developing HR strategies, since younger and less experienced employees may need additional mentoring, training, and career planning support.
- Embracing socio-cultural diversity by fostering inclusivity, encouraging social interaction, and aligning organizational policies with local cultural norms.

While the study offers valuable contributions, certain constraints must be acknowledged. The research is confined to IT professionals in selected cities in Gujarat, limiting the extent to which the findings can be generalized to other states or industries. Reliance on convenience sampling may also create bias and affect the representativeness of the results. In addition, the cross-sectional approach captures employee perceptions at a single point in time, preventing an understanding of how WLB evolves longitudinally. Moreover, though several socio-cultural variables were explored, only disposable income showed a statistically significant individual impact, suggesting the need for deeper qualitative research into aspects such as access to education and family-related conflicts. Future studies could expand to a wider regional scope, employ longitudinal designs, and combine quantitative with qualitative approaches to provide richer insights into WLB within India's changing workplace environment.

7. Conclusion

The study examined the relationship between demographic and social factors and their impact on employees' work-life balance (WLB). The findings show that demographics—such as age, experience, and residential locality—have a limited but notable influence, with younger and less experienced employees perceiving greater WLB challenges. Social factors significantly affect WLB, with disposable income being the strongest predictor, while other factors like wealth, education access, and family conflict contribute collectively. Factor analysis highlighted that WLB is multidimensional, shaped by supervisor support, time management, emotional well-being, autonomy, and flexibility, indicating that it is influenced by a combination of personal, organizational, and social factors.

This study advances the work–life balance (WLB) literature by repositioning WLB within a socio-economic framework rather than limiting it to organizational policies or psychological constructs alone. The research demonstrates that financial capacity—particularly disposable income—functions as a foundational resource that shapes employees' ability to manage professional and personal demands. The findings suggest that while broader socio factors such as wealth, educational access, community support, and social mobility provide contextual support, immediate financial liquidity plays a structurally more decisive role in influencing perceived balance among IT professionals in emerging regional economies.

Theoretically, this study contributes in three significant ways. First, it empirically tests multiple socioeconomic determinants simultaneously, offering a comparative understanding of their relative influence on WLB. Second, it contextualizes WLB within Gujarat's growing IT ecosystem, extending the predominantly metropolitan-centric Indian literature. Third, it integrates demographic conditioning variables such as age and work experience into the socioeconomic model, showing that WLB is shaped not only by resource availability but also by life-stage interpretation and career maturity.

Practically, the study signals an important shift for organizations and policymakers. While flexible work arrangements, counselling, and community-building initiatives remain valuable, financial security mechanisms—competitive compensation, structured increments, financial planning assistance, and economic stability—should be treated as central pillars of employee well-being strategies. In high-growth sectors such as IT, particularly within developing regional hubs, strengthening economic resilience may produce more sustainable improvements in work–life balance than isolated welfare initiatives.

Overall, the research underscores that work–life balance is not merely a function of time management or workplace flexibility, but a multidimensional construct embedded within socioeconomic realities. Future research may build upon this framework through longitudinal designs, larger and more diverse samples, and deeper exploration of interaction effects between financial, social, and organizational resources.

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