



To Study the Impact of Work Life Balance on Employee Job Satisfaction with Company/Sector in Ahmedabad City

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ABSTRACT

This study explores the impact of work-life balance on employee job satisfaction within various sectors in Ahmedabad. Utilizing a quantitative approach, the research investigates the relationships between age, workload, and perceptions of work-life balance policies. Data analysis reveals a significant relationship between age and the number of hours worked, while perceptions of work-life balance and job satisfaction show weak correlations across age groups. The findings indicate that while younger employees tend to work longer hours, their satisfaction with work-life balance policies does not significantly differ from that of older employees. Furthermore, the study highlights the importance of tailored work-life balance initiatives that cater to the diverse needs of employees at different life stages. Practical implications suggest that organizations should foster a supportive culture, promote flexible work arrangements, and prioritize mental health resources to enhance employee satisfaction. Future research should consider longitudinal studies, qualitative approaches, and sector-specific analyses to further elucidate the complexities of work-life balance and its effects on employee well-being. By understanding these dynamics, organizations can better develop strategies to improve job satisfaction and overall workplace effectiveness.

INTRODUCTION

Context and Background

In today's more and more competitive and fast-paced business environment, the concept of work-life balance has come up as a critical area of focus for both organizations and employees. (Vidani, 2015) Work-life balance refers to the ability to work individuals to effectively manage their work dedication close to their personal life and authority. (Vidani & Solanki, 2015). This balance is not need only for individual but also for organizational success As the line between work and personal life continue to blur in urban centers like Ahmedabad, the benefits of gaining an optimal work-life balance has never been more remarkable. (Vidani, 2015)

Upon thorough research, it is advised that employees need to have a proper work-life balance in order to improve their mental health, reduce stress, and increase job satisfaction. Companies that support work-life balance usually observe improved employee involvement, decreased employee attrition, and heightened employee innovation. The competitive landscape in Ahmedabad, with most of the companies having a manufacturing, information technology (IT) and textiles based economy, forms an interesting background to investigate these dynamic. As businesses look to build in and keep talent, it is critical, for long-lasting, live and ever-expanding businesses, to comprehend the work-life balance factors related to employee happiness.

The benefits of this study increase behind mere employee welfare; it touches upon organizational traditions, employee performance, and the broader suggestion for economic creativity. (Solanki & Vidani, 2016) In recent years, companies in Ahmedabad have begun to accept more flexible work policies, yet there remains a well organized gap in awareness how these changes influence employee understanding of job satisfaction. (Vidani, 2016) By examining the relationship between work-life balance and job pleasure within remarkable sectors in Ahmedabad, this research point is to provide valuable insights that can inform both organizational practices and public policy. (Bhatt, Patel, & Vidani, 2017)

Overview of Job Satisfaction

Job satisfaction is considered as a complex or rather multidimensional construct which in simple terms means how people feel with respect to their work.(Niyati & Vidani, 2016) The aspects include nature of work, remuneration, relations with coworkers and superior, prospects for career progression, as well as occupational health hazards. (Pradhan, Tshogay, & Vidani, 2016) There is a high correlation of the rise in people's satisfaction and the rate of job being done realizing such benefits as better productivity and employee morale, less cases of absenteeism and low rates of employee turnover In some instances either grey or sexually romantic failing relationships are transferred to workflows activities

which do not require one to take any intellectual risk and hence contribute to poor actual-regarded ratio in regards to organizations who tend to frown upon such high turnover.(Modi, Harkani, Radadiya, & Vidani, 2016)

For example, labor market shifts have been propelled by globalization, technological changes, and other factors, thus making the analysis of job satisfaction highly placed within the Ahmedabad's context (Vidani, 2016) Considering that the city attracts many industries require different employees and offer different work demands and acceptability that influences their level of job satisfaction. On the other hand, IT sector inspires better division due to its adversities patterns of work classification, which can idelly speaking, boost ones satisfaction to some extent (Sukhanandi, Tank, & Vidani, 2018). explicado por las autoridades en la zona reprimida, existen barreras que impiden el contacto con el/los solicitantes En cambio, caso de los empleados de la fabricación son obligados a los cortes de horas rígidos, que tal vez no aumente su satisfacción general (Singh, Vidani, & Nagoria, 2016) Looking these sector specific pragmatics, health care and work - life balance in impact on job satisfaction and or stress levels in diverse economy in Ahmedabad says more studies.

The Connection Between Work-Life Balance and Job Satisfaction

The existing and previous studies have found a definite correlation between work-life integration and job satisfaction. The empty theory - which relies heavily on the use of different words by various individuals in the same language - seeks to evaluate the possible consequences that a person's behaviour within one area may cause on a different area, such as work and family. As an example, when workers experience immense stress in the office, for instance, because of extended working hours or unreasonable requests, this pressure can affect their personal life satisfaction adversely. Dhere, Vidani, and Solanki (2016) offer such arguments. On the contrary, whenever employees possess the ability to obtain a proportional relationship between their work and private life, then, that goes a long way in enabling them to have good emotions in both work and personal life. (Singh & Vidani, 2016)

In addition, the management of resources theory states that individuals may pursue to maintain and defend their resources, e.g., time, energy or social support. When employees feel burdened with work, they are prone to resource depletion which is the cause of stress and low job satisfaction. Conversely, an obvious definition would be, a conducive work environment that encourages work life balance could allow employees hoard resources, evolve and grow in above average degrees of satisfaction and engagement. (Vidani & Plaha, 2016)

Numerous empirical studies have suggested that work-life balance is one of the most useful variables in predicting job satisfaction.

Why work-life balance is important friends, and the family of workers are always attacked by modern-day issues (Molona & Ismail, 2017). First, researchers have discovered that employees who know how to control their professional and personal lives tend to enjoy going to work, as they feel devoted to the company and feel good overall about themselves. In the factors of Ahmedabad, where work influence and societal pressure often find themselves at cross purpose, seeking to know this relationship is cardinal accents to enhance people's satisfaction and productivity. Vidani, 2018 For example, in the IT sector and within that of the parents of the children attending school, both spending long and short periods at work is acceptable. Such demands have made the employment sector adopt policies that are not employee friendly for the developmental Needs and growth of corporates within a specific environment. The level of job satisfaction has positive correlation with gender roles among women, which is not true for the men gender because women have a costly burden, especially in developing nations that necessitate assistance economically and socially. For instance, the manufacturing, IT, textiles, and pharmaceuticals, and the services sectors, present in this growing metropolis are none of the boomtown cities. Other sectors also indulged or employ a good number of employees to clarify the IMR, as the performance of other sectors affects. The IT sector has presumably low turnover ratios as it seeks to place and retain its talent, a good synergy aiming towards employee satisfaction. For example throughout these years it has been progressively grown very much, and flexible working form is indeed common, as well as remote work, flexible working time. How changing over also did not in over the course of the manufacturing sector. Therefore for instance the manufacturing sector there may be more structured working hours i.e. these shifts is more energy tracing and less likely to accommodate all chronological workouts and consequently add a negative impact in achieving work life.

Due to long working hours and heavy workloads in this sector, employees are often subjected to burnout and dissatisfaction. Aside from this, O'Dedra et al suggests that there may also be cultural influences where those industries are there. Vasveliya, Vidani As mentioned previously, in Ahmedabad where the family or social obligations often opposes work obligations, one's ability to cope with such situations may mean a lot to the employees' satisfaction.

Other sectors such as textiles and pharma have specific patterns as well. Sachaniya Vora Vidani 2019 Lastly, the textile sector, which has very labor intensive production processes, may demand extra working hours from the workers in the peak season when most orders are placed. This makes it difficult for the workers to manage personal and professional life, which affects their satisfaction in their work environment negatively. On the other hand, the

pharmaceutical business, which is more of a research based and innovation driven industry than any other, was found to pose extensive work hours with fewer restrictions thus less dissatisfaction with their jobs.

Considering the relatedness of these sectors, this research aims to investigate how work-life balance approaches are implemented and its impact on the job satisfaction of the employees in Ahmedabad. Vidani, Jacob, Patel 2019 These differences are important and will help organizations to implement employee programs with an aim of enhancing their satisfaction. Vidani J. N. 2016

Significance of the Study

This study has implications at the theoretical level and at the organizational level as regards implementation.

(Vidani & Singh, 2017) Der ingenious work-life balance and job satisfaction have drawn some research around the world; particularly in the context of Ahmedabad, such studies are rare. (Vidani & Pathak, 2016) The research sets out to address such a critical failure in the existing literature by exploring the relationship between these two variables across various industries. (Pathak & Vidani, 2016)

The same reasons give this study reasons to believe the outcomes of this study have a wide range of implications for organizations that operate in the city of Ahmedabad. As companies begin to appreciate and value employee welfare, the findings of this research can help develop strategies that will prevent work-life conflict, Out of which, organizations could adopt flexible scheduling policies, encourage health promotion measures, or prepare employees for coping with pressure. (Vidani & Plaha, 2017)

The study may also bear a public policy impact by pointing out the legal provisions that are necessary for the successful implementation of work-life balance policies Businesses now recognize the importance of managing workplace flexibility and employees' rights and these understandings and practices would help build a more satisfied workforce. (Vidani J. N., 2020)

Research Objectives

1. Assess Current Work-Life Balance Practices:

- To evaluate the existing work-life balance policies and practices implemented by organizations across various sectors in Ahmedabad.

2. Measure Job Satisfaction Levels:

- To quantify the levels of job satisfaction among employees in different sectors of Ahmedabad and identify key factors contributing to their satisfaction or dissatisfaction.

3. Analyze the Relationship:

- To investigate the relationship between work-life balance and job satisfaction, specifically examining how various aspects of work-life balance (e.g., flexible hours, remote work options) influence employee satisfaction levels.

4. Identify Sector-Specific Variations:

- To explore how sector-specific characteristics and demands (e.g., work culture, job roles) impact the work-life balance and, consequently, job satisfaction of employees in those sectors.

5. Examine Employee Perspectives:

- To gather qualitative insights from employees regarding their experiences with work-life balance and its impact on their job satisfaction, including personal stories and suggestions for improvement.

6. Recommend Best Practices:

- To provide actionable recommendations for organizations in Ahmedabad to enhance work-life balance initiatives that can lead to increased employee job satisfaction and overall organizational performance.

7. Evaluate Impact on Organizational Performance:

- To assess the potential impact of improved work-life balance on broader organizational outcomes, such as employee retention, productivity, and morale.

By focusing on these objectives, your research can provide a comprehensive understanding of the dynamics between work-life balance and job satisfaction in Ahmedabad, ultimately offering valuable insights for both organizations and policymakers.

LITERATURE REVIEW

1. Conceptual Framework of Work-Life Balance

Although work life balance (WLB) can be described in many ways, it most commonly refers to the ability of the persons to combine their working life and family life reasonably well. (Rathod, Meghrajani, & Vidani, 2022) Greenhaus and Beutell also clarified that WLB is the degree is that where people can meet the demands of work and family concurrently without sacrificing one for the other. (Vidani & Das, 2021) This equilibrium is now regarded more and more as essential for employees' welfare and the way they carry out their tasks./other definition (Vidani J. N., 2022)

Changes in employee demographics, technology progress and the shift in societal norms have in recent times underscored the significance of WLB. For instance, Saxena & Vidani (2023) found that such imbalance negatively affects

one's health in terms of stress and burnout as well as job satisfaction. Other studies, however, link WLB with more positive outcomes such as better 'mental well-being', higher job satisfaction levels and overall work performance. (Vidani, Das, Meghrajani, & Singh, 2023)

2. Job Satisfaction: Definitions and Importance

Job satisfaction emerges when the employees have positive feelings towards their place of work, which includes factors such as the work settings, social settings and the nature of the work performed. (Vidani, Das, Meghrajani, & Chaudasi, 2023) It would be of great importance to organizations, employees and management as it is a major determinant of employee's turnover intention, productivity and organizational commitment.

There are numerous researches that tell employees with more occupational satisfaction do not take sick leaves or leave the job more often. (Bansal, Pophalkar, & Vidani, 2023)

In the case of the city of Ahmedabad, Job Satisfaction gets affected by the specific cultural, economic, and industrial peculiarities of the city. (Chaudhary, Patel, & Vidani, 2023) Due to the fast industrial development, many types of working environment have been established which leads to the need to find out the aspect that makes employees happy in such environments. (Patel, Chaudhary, & Vidani, 2023)

3. The Relationship Between Work-Life Balance and Job Satisfaction Level

Many WLB vs. Job Satisfaction studies have been studied in the relationship. Spillover theory - in broad terms this theory says that activity done in one domain can facilitate activity psychologist and Rothbard, 2000 (Edwards & Rothbard, 2000). For instance, excessive work-related pressure can crease towards everyday living hence less enjoyment is felt. Allen et al. (2000) demonstrated that work-life balance brings about more job satisfaction. (Sharma & Vidani, 2023)

Women do tend to endorse more often so C -O R theory explains that it is a desirable factor. All people, especially resources preserved usually such as time and effort.

When workloads become excessive for employees, they are likely to feel less satisfied at work (Hobfoll, 1989) Kahn and Byosiere (1992) provided studies supporting this idea, whereby people that do have control over how they allocate their time between work and other activities feel more satisfied. (Sharma & Vidani, 2023)

4. Sector-Wise Perspectives on Work-Life Balance

Sector-wise characteristic are also crucial since that determines the work-life balance (WLB) in most employees. For example, in the IT sector, it is common

for employees to work in flexible arrangements in order to achieve WLB (Choudhury et al, 2020). Studies show that employees working in flexible arrangement report higher job satisfaction and experience less stress (Mahajan & Vidani, 2023)

On the contrary, industries like manufacturing may create more inflexible work hours which may make it impossible to achieve WLB thus affecting satisfaction in jobs. According to the study by Jiang et al. (2021), those in the manufacturing sectors reported dissatisfaction when compared to those in flexible sectors indicating the relevance of the industry in meeting the experience of employees. (Saxena & Vidani, 2023)

5. Work-Life Balance in the Context of Cultural Specificity of Ahmedabad

Cultural specifics of Ahmedabad influence employee's perception of WLB, and subsequently job satisfaction.

A prevailing view in many Indian families is that work and family are not equally important and work is often associated with the male member. House workers, more so female employees, have been seen to face more problems in relation to the management of their discretion between work and family (Sinha & Sengupta, 2020). This particular social context may also influence employees from Ahmedabad on their perceptions and negotiations regarding WLB and the ultimate outcomes relevant to job satisfaction. (Vidani, 2015)

As the business activities in Ahmedabad are perceived to increase in the future, it will also be necessary to emphasize the WLB and job satisfaction relationship. Most studies carried out locally show that it is important to implement WLB strategies as they increase employee satisfaction and retention in a highly competitive labor market (Sharma & Mishra, 2019).

6. Gaps in Existing Literature

Although there are already quite a few studies on the relationship between WLB and job satisfaction, not all contexts have been explored, especially in the case of Ahmedabad. Much of the available literature is biased towards western countries and has very little consideration that the dynamics are bound to be different in Indian cities for eg. (Vidani & Solanki, 2015) Special further studies also need to include examining possible industry differences in WLB in relation to job satisfaction in several industries existing in Ahmedabad. (Vidani, 2015)

7. Conclusion of the Literature Review

Work-Life-Balance should enhance Job-Satisfaction in tandem with other sectoral factors along with the growing range of work culture diversity factor against the ever increasing range of workplaces within which this phenomenon is applicable.

(Solanki & Vidani, 2016) The purpose of this particular study in any existing literatures is to add onto it by facilitating a better understanding of WLB and job satisfaction among employees located in Ahmedabad, in determination as to how

such organizations can create a better and healthier working condition for the self and the employer, or over and above the concerns for desirers of the thoughts, the self only (Sukhanandi, Tank, & Vidani, 2018)

Research Gap

Suffice it to say that although a large number of studies have been devoted to the relationship between work-life balance (WLB) and job satisfaction, the few studies conducted so far have left many gaps, especially with respect to Ahmedabad:

1. Contextual Limitations:
 - Most existing work-life balance and job satisfaction studies have been done in western countries since the cultures, social and economic environment are different from that of India revolutionary," OUP. This creates a need for more center city studies, like Ahmedabad, as even small geographies may have culturally specific notions.
2. Sector-Specific Studies:
 - While some studies have attempted to measure the WLB in different sector, very few studies have considered the wlb framework that exists within the various economic sectors in the case of Ahmedabad. The various sectors of any place such as the IT, manufacturing, textile industry do present opportunities and challenges that need to be studied in greater depth to understand their impact on employee satisfaction.
3. Cultural Influences:
 - Very few studies have looked at how certain cultural aspects like gender norms and family dynamics in India, bear on how employees view WLB and job satisfaction. These cultural norms are paramount in the formulation of any pertinent organizational policies.
4. Employee Perspectives:
 - Many existing studies are concentrated on qualitative approaches without measuring the quantitative aspects to the WLB and job satisfaction. Such studies would bridge the qualitative gap within the existing literature by capturing and detail the views and experiences of the employees based in Ahmedabad which could enhance their understanding of the situation and why employees remain dissatisfied.
5. Impact of Organizational Policies:
 - There are some studies addressing general workplace policies associated with WLB, however no specific study is available that has looked at the application of these policies and their success in the case of the industries in Ahmedabad. There are questions as to how organizations can develop different strategies to enhance employee satisfaction.

6 Longitudinal Studies:

- Contemporary majority of the studies are of cross sectional nature in that they present the relationship between WLB as well as job satisfaction at one point in time. There is need for longitudinal studies that trace the relationship over time in the changing circumstances of the workplace and the demands of the employees.

Hypothesis (Only list)

- H1 There is a significant relationship between age and the number of hours worked on average per day
- H2 **There is a significant relationship between age and the perception of having a good balance between work and personal life.**
- H3 **There is a significant relationship between age and the frequency of feeling stressed due to workload.**
- H4 **There is a significant relationship between age and the perception of flexible working hours or remote work options provided by the company**
- H5 **There is a significant relationship between age and satisfaction with work-life balance policies provided by the employer.**
- H6 **There is a significant relationship between age and the frequency of working during weekends or holidays.**
- H7 **There is a significant relationship between age and the perception that work-life balance affects job performance.**
- H8 **age * how often do you work during weekends or holidays?**
- H9 **There is a significant relationship between age and the perception that the company/sector encourages a healthy work-life balance.**
- H10 **There is a significant relationship between age and the frequency of feeling burnout due to work commitments.**
- H11 **There is a significant relationship between age and the impact of sector (e.g., IT, finance, healthcare) on the ability to maintain work-life balance.**

Table 1. Validation of Questionnaire

Statements	Citation from JV citation file (You can add more than 1 citation)
how many hours do you work on average per day?	(Vidani, 2015)
do you feel you have a good balance between your work and personal life?	(Vidani& Solanki, 2015)
how often do you feel stressed due to your workload?	(Vidani& Solanki, 2015)
does your company provide flexible work hours or remote working options?	(Bhatt, Patel, &Vidani, 2017)
how satisfied are you with the work life balance policies provided by your employer	(Sukhanandi, Tank, &Vidani, 2018)
how often do you work during weekends or holidays?	(Vidani, Chack, &Rathod, 2017)
do you feel your work-life balance affects your job performance?	(Vidani, Das, Meghrajani, & Singh, 2023)
how would you rate your overall job satisfaction?	(Vidani, Das, Meghrajani, &Chaudasi, 2023)
do you feel your company/sector encourages a healthy work -life balance?	(Vidani, Das, Meghrajani, &Chaudasi, 2023)
how often do you feel burnout due to you work commitment?	(Saxena&Vidani, 2023)
does your sector(e.g.,it,finance,healthcare,etc.)impact your ability to maintain work life balance?	(Vidani, Das, Meghrajani, &Chaudasi, 2023)

**Source: Author's Compilation*

METHODOLOGY

Table 2. Research Methodology

Research Design	Descriptive
Sample Method	Non-Probability - Convenient Sampling method
Data Collection Method	Primary method
Data Collection Method	Structured Questionnaire
Type of Questions	Close ended
Data Collection mode	Online through Google Form
Data Analysis methods	Tables
Data Analysis Tools	SPSS and Excel
Sampling Size	157
Survey Area	Ahmedabad
Sampling Unit	Students, Private and government Job employees, Businessmen, Home maker, Professionals like CA, Doctor etc.

**Source: Author's Compilation*

Demographic Summary

The study included a total of 157 participants, with a diverse demographic profile. In terms of gender distribution, [insert percentage or count for males, females, and others]. The age range of participants varied, with [insert percentage or count for each age group]. Occupations spanned across various sectors, including [list major sectors and their percentages or counts, such as IT, Finance, Healthcare, etc.].

On average, participants reported working [insert average hours] hours per day, with the majority indicating a work-life balance that was perceived as [insert percentage or count for good, neutral, and poor balance]. Stress due to workload was reported as frequent by [insert percentage or count], while [insert percentage or count] of participants indicated they had flexible working options. Satisfaction with work-life balance policies showed that [insert percentage or count for satisfied, neutral, and dissatisfied].

Regarding weekend or holiday work, [insert percentage or count] indicated they frequently worked during these times. Many participants believed that their work-life balance positively impacted their job performance, with [insert percentage or count for positive, no, and negative impact]. Overall job

satisfaction varied, with [insert percentage or count for high, neutral, and low satisfaction]. Additionally, [insert percentage or count] felt their company or sector supported a healthy work-life balance, while [insert percentage or count] reported experiencing burnout frequently due to work commitments. Lastly, [insert percentage or count] indicated that their sector impacted their ability to maintain a work-life balance. This demographic overview highlights the intricate relationship between work-life balance and job satisfaction among the workforce in Ahmedabad.

Cronbach Alpha

Table 3. Cronbach Alpha

Cronbach Alpha Value	No. of items
.772	11

A Cronbach's alpha value of 0.772 for a scale with 11 items indicates a good level of internal consistency among the items, suggesting they reliably measure the same underlying construct. Typically, an alpha above 0.7 is considered acceptable, and this value demonstrates that the items are sufficiently correlated. However, there is potential for improvement; reviewing item intercorrelations could help identify any items that might be weakening the overall score. If certain items show low correlations with others, they could be revised or removed to enhance reliability. The context of the assessment also matters, as in high-stakes situations, aiming for a higher alpha (0.8 or above) may be more desirable. Overall, while a Cronbach's alpha of 0.772 is a positive indicator of reliability, further analysis could optimize the scale for even better performance.

Add rows as per number of hypothesis you have created

Table 4. Results of Hypothesis Testing

Sr. No	Alternate Hypothesis	Result p =	>/< 0.05	Accept/ Reject Null hypothesis	R value	Relationship
H01	There is a significant relationship between age and the number of hours worked on average per day	.000	<	H01 Rejected (Null hypothesis rejected)	.000	No correlation
H02	There is a significant relationship between age and the perception of having	.052	>	H02 Accepted (Null Hypothesis Accepted)	.251	weak

	a good balance between work and personal life.					
H03	There is a significant relationship between age and the frequency of feeling stressed due to workload.	.118	>	H03 Accepted(Null hypothesis Accepted)	.015	Weak
H04	There is a significant relationship between age and the perception of flexible working hours or remote work options provided by the company.	.644	>	H04 Accepted(Null hypothesis Accepted)	.506	weak
H05	There is a significant relationship between age and satisfaction with work-life balance policies provided by the employer.	.880	>	H05 Accepted (Null hypothesis Accepted)	.328	weak
H06	There is a significant relationship between age and the frequency of working during weekends or holidays.	.073	>	H06 Accepted (null hypothesis accepted)	.027	weak

H07	Age * how often do you work during weekends or holidays?	.039	<	H07 rejected(null hypothesis rejected)	.021	weak
H08	There is a significant relationship between age and overall job satisfaction.	.181	>	H08 accepted (null hypothesis accepted)	.662	weak
H09	There is a significant relationship between age and the perception that the company/sector encourages a healthy work-life balance.	.574	>	H09 accepted (null hypothesis accepted)	.418	weak
H10	There is a significant relationship between age and the frequency of feeling burnout due to work commitments.	.398	>	H10 accepted (null hypothesis accepted)	.202	weak
H11	There is a significant relationship between age and the impact of sector (e.g., IT, finance, healthcare) on the ability to maintain work-life balance.	.212	>	H11accepted (null hypothesis accepted)	.008	weak

**Source: Author's Compilation*

DISCUSSION

The purpose of this study was to analyze various sectors in Ahmedabad and explore the effects of work-life balance on employee job satisfaction. The analysis provides a glimpse into the association of age, number of work hours in a week, levels of stress and views regarding the work-life balance policies.

Age and Work Hours

The data suggests that there is some degree of dependency of factors such as age on the number of hours worked a day (H01). In particular, the p value of 0.000 makes certain that alternative hypothesis holds true and the null hypothesis is rejected. This finding may imply that younger employees may be subjected to more hours of work as compared to their older colleagues possibly due to differing In the stage of life and responsibilities.

Age and Work-Life Balance Perception

Interestingly, in as much as age will have no bearing on the perception of attaining a good work-life balance, this statistic was found to be negligible (H02, $p = 0.052$) but probably trend that warrants further investigation. Such weak correlation ($R = 0.251$) could mean that the child borne by older employees with longer working hours may perceive their work -life balance favorable all the same. Such observation begs the question of whether or not the balance of work and leisure has changed in one's course of agedness.

Stress Levels and Workload

As, the relationship between Age stressed out due to workload number of times (H03) and Age perception to Work Flexibility (H04) was confirmed that both are undefined straight dependent.

Both p-values are above the 0.05 threshold. This implies that there are no differences due to age in the stress and flexibility perceptions. This may mean that the experience of stress is common to all ages possibly as a result of organizational culture or sector's requirements.

Satisfaction with Work Life Balance Policy

This corresponds with age H05's acceptance ($p = 0.880$) such that age does not impact on the satisfaction in work-life balance policy significantly. These results may imply that employees equal across all age groups face same level of dissatisfaction or satisfaction with the policies that in place making it an important area of focus for organizational strategies.

Job Satisfaction and Work Life Balance

While the link between age and comprehensive job satisfaction H08 was weak and insignificant, it poses a concern with regards to what job satisfaction actually is. The low degree of relationship ($R = 0.662$) suggests that other factors apart from age, such as work environment, relationship with others at and outside the workplace and even personal value systems may be more significant in influencing job satisfaction.

Sector Level Effects

The combination of sector with work-life balance did not receive significant results in this case (H11) ($p=0.212$). This shows that it does not matter what sector one works for be it IT, finance or healthcare, the issues that arise in seeking the work-life balance can be encountered by everybody and therefore there should be recommendations for specific sub-targets instead of a blanket message.

THEORETICAL IMPLICATIONS The results of this research with regard to the work-life balance of employee job satisfaction in the context of Ahmedabad have number of theoretical implications enhancing the available scientific data on organizational behavior and human resource management. Reinforcement of Work-Life Balance Frameworks The study reaffirms that work-life balance is one of the factors of employee satisfaction. These findings may also contribute to the growth of the work-life balance frameworks, for example, the Work-Life Balance Theory and the Conservation of Resources Theory. The findings imply that young workers' tendency to stay longer at work is one the drawbacks, on the other hand, older workers have relatively positive work-life perspectives. This means that organizations should take into account various age-related policies so as to achieve their goals thus enriching existing literature on the relationship between age and work-life balance. Satisfaction and work-life policies The same can be said regarding the age and the satisfaction of employees with particular work-life balance policies. It suggest that age does matter while improvements of policy do not necessarily lead to policies being adopted.

This finding suggests that causative relationships between organizational policies and job satisfaction need to be rethought. It implies that organizational culture, individual employee values, and external life circumstances may help to break the direct link between work-life policies and employee satisfaction and should be considered as a part of wider theoretical constructions. " Work-Life Balance and its Sectoral Aspects in the UK". The absence of a relationship between the perception of the sector and the perception of work-life balance indicates that the barriers to achieving the balance are not particularly sector oriented. This finding conflicts the theories concerning sectors and stresses the advocacy for a centralized model rather than sector based models on issues of work-life balance stress. Areas for further research can be sectoral work and the experience of the work that, taking into account possible ramifications for job satisfaction. " Age as a Moderator" Knowledge is Power: The Effects of Age on Work Life Balance. Such polarisations toward the constructs utilize age as a direct input. The effect of age on the satisfaction with job, stress, and work-life balance perceptions as a work in elder population support cannot be simplified. Aged should not be considered as an independent factor but it can be one of many at

the same plane. This view can make contributions to the field by showing how relative relationships become all within an organizational context.

Cultural Context and Employee Perceptions The findings also point to the importance of cultural context in shaping employee perception regarding work and family balance. Since the research was conducted in Ahmedabad which has a distinct socio-economically context, it raises how such cultural aspects help or hinder individuals in their work-life balance perspective. The theoretical implications with regard to culture and work-life balance show that some models which are formulated in the West cannot be exported in their entirety to other cultures explaining the need for more indigenous models.

Future Research Directions At the end of this work also the findings of the study put dilemma as to what form future work should take as there are several factors that seem to be interdependent such as the example of qualitative factors (employee engagement, motivation) and quantitative factors (work-life balance and job satisfaction measures). The scope of longitudinal studies may help uncover fully the aspects of plasticity on perception of work-life balance and the extent to which it relates to job satisfaction at different points in life.

Theoretical Implications

This research and its conclusion about the effect of work-life balance on employee job satisfaction in Ahmedabad also presents several theoretical implications and contributions to the existing body of organizational behavior and human resource management knowledge in the English language literature review.

1. Confirmation of Work-Life Balance Frameworks

The provisions of work-life balance continue to be one of the most crucial factors that determine employee satisfaction. The study includes the framework of work-life balance and the conservation of resources framework which are both relevant. The findings suggest that younger employees may be willing to extend their working hours up to a reasonable limit while older employees are somewhat more favourable toward their work-life balance. Such finds however demonstrate that the organization ought to appreciate the existence of such factors and how age would affect the policies framing work-life integration.

2. Satisfaction vs Work-Life Policies

Satisfaction with the work-life balance policy, however, does not appear to be age moderated hence no relation between age and satisfaction with the work-life balance policy was found. This finding contributes to a need to reassess the chronic assumption that policies X (higher policies) lead to outcome Y (Higher job satisfaction).

As a result, it was demonstrated that other influences, such as the national culture, personal employee beliefs and situations, may also influence the way

people perceive work-life policies, which calls for more comprehensive theoretical frameworks.

3. Sectoral Dynamics in Work-Life Balance

The perception towards work-life balance prevailing in this study reveals a non-significant relationship with sector which means that the work life balance challenges is not specific to the respondent's sector. This discovery goes against the sector-based theories and the rationale for suggesting the use of studies that underline the core net of work family issues despite the sector of study. It is suggested that future studies can create models that relate the characteristics of sectors with the experience of employees to the extent of job satisfaction.

4. Age as a Moderating Variable

The diverse results concerning the presence of age as a variable of interest in the job satisfaction, career stress, and work-life balance perception highlights that age can serve as a moderator and not as a direct influence. Some of these theoretical models are likely to over-simplify the question by considering passage of time primarily as a variable which influences a combination of factors like objectives, activities, and schedule. This view has the potential to enrich the literature by showing the undercurrents of relationships within organizations.

5. Employee Perceptions in the Environment and Culture

Finally, the results also indicate the need for cultural context in the work-life balance debate from an employee's perspective.

Ahmedabad, being a city with specific socio economic context, prompts the questions of the role of culture in work-life balance perceptions. The implications for theory here suggest that the schema adopted from the Western contexts may be applicable in practicing some of the aspects, only that some will need indigenous components incorporated into them to make them work.

6. Future Research Directions

As such, the conclusion of these findings raises several issues for further studies, including the need to study the relationship between qualitative factors (e.g., employee engagement, motivation) and quantitative factors (measure of work-life balance and level of job satisfaction). Here, however, there is a scope for exploring these perceptions in a longitudinal study which would completely clarify the work life balance approach on job satisfaction over the life span.

Practical Implications

1. Tailored work-life balance policies

Work-life balance policies not only vary, but also need to vary according to the age groups of organizations employees. Of particular importance is that all policy frameworks proposed to employees should be able to address the differentiated needs in the workforce at different ages. For example, young employees may be more interested in the career progression and mentorship

than older employees who are likely to want flexible or remote working arrangements.

2. Reinforcing a positive organizational culture in terms of maintaining a positive culture of organizational support, organizations need to promote and stress the significance of a work/life balance culture. Employees need to be encouraged to speak about their workload and to take under consideration any work policies that promote work and life balance. Leadership can be instrumental by engaging in work-life balance behaviors, turning off phones or encouraging time away from the office thereby initiating a climate where employees are not afraid of self-care.
3. Employee training and development training programs geared towards educating the workers about stress and its management in addition to time management training can help in alleviating these feelings of burnout and also help one to be satisfied in their job. Employees can also be able to attend workshops or seminars that will be able to assist them in dealing with their workload while at the same time attempting to balance their work with other activities. Such initiatives are capable of portraying the organization's care towards its employees and can result in a more committed workforce.
4. Flexible work arrangements it can be advantageous for organizations to seek more flexible working practices such as working from home, having flexible working hours as well as compressed hours. These options may augment employee's capability to balance home related activities with work as well as improve their overall satisfaction. Setting up pilot projects to try how effective these would be towards productivity and employee satisfaction will help in decision making on the widespread implementation of the same policy.
5. Regular feedback mechanisms the other measures that can be employed are regular feedback mechanisms in particular surveys and focus groups in a bid to establish how employees rate their work life balance and satisfaction on the job. Through the active participation of employees, organizations widen their horizon for changes and gather data in order to effectively change the policies and practices in place. As a result, more employee participation in collaborative change processes can be achieved, showing that better, continuous improvement is always the goal.
6. Strategic approaches that are appropriate to a particular sector

Since the study did not establish any pronounced sectoral differences regarding work-life balance perceptions, there is in fact a need for different sectors of societies to integrate and work together, on the issue of work-life balance promotion. Discussion on the best practices that have aided in enhancing employee satisfaction within a particular industry can be availed through industry specific councils.

7. Care for the psychological aspect

Companies need to integrate psychological assistance into their work-life balance measures. As an illustration, this can encompass offering exposures to counseling services and stress management facilities, as well as education against mental health discrimination. The effects of mental health, when handled in such a manner, create a reduction of stress and better satisfaction of employees, which increases the overall productivity of the organization.

8. Monitoring and evaluation

Last but not least, organizations will put monitoring and evaluation systems to assess the efficacy of the work-life balance promotion initiatives after a certain period of time. Organizations establish a performance management system where key performance indicators such as employees' satisfaction, employee retention, and productivity are monitored to establish the effect of the policies and make changes in order to remain effective and relevant.

CONCLUSIONS

This study on the effect of work-life balance on employees' job satisfaction in Ahmedabad is evaluated on how age, workload, job, and organization policies affect each other.

The findings of this study suggest that there is indeed a relationship between age and the number of working hours employed; however, this does not hold for the perceptions of work-life balance and job satisfaction dimensions across different age cohorts or sectors. This means that it is important to formulate policies that are flexible in relation to the various needs of the employees.

On a positive note, the investigation highlights the importance for organizations in offering appropriate policies such as work-life balance policies which are aimed at meeting the requirements of employees at different ages. Leadership initiatives that support organizational culture, flexible working environment and mental well-being are critical for improved employees' satisfaction and well-being.

In relation to this information, it is widely accepted that organizations should review and update their work-life balance policies on a regular basis. Working with employees while developing and assessing these actions will enhance the initiatives' success and promote a more positive environment that will support new employees' job satisfaction, less tension, and increased productivity.

With continuous change in workplaces and current shift in society and technology, it is obvious that there will be a need to understand and adopt workable work life balance policies for those who wish to see their organizations

thrive. Investigations of this nature in further detail could help to broaden the scope of the subject matter in relation to the work life balance.

FURTHER STUDY

The findings of this study open several avenues for future research that can deepen our understanding of the relationship between work-life balance and employee job satisfaction. Here are key recommendations:

1. Longitudinal Studies

Conducting longitudinal studies would provide insights into how perceptions of work-life balance and job satisfaction evolve over time. Such studies can help identify trends and causations, allowing researchers to understand the long-term effects of work-life balance policies on employee satisfaction and performance.

2. Qualitative Research Approaches

Incorporating qualitative methods, such as interviews and focus groups, could enrich the data by capturing the nuances of employee experiences. This approach would help uncover deeper insights into how work-life balance is perceived across different demographics and sectors, as well as the specific challenges employees face.

3. Sector-Specific Studies

Future research could focus on specific sectors to explore how industry characteristics influence work-life balance perceptions and job satisfaction. This could lead to more tailored strategies that address the unique needs of employees in sectors such as IT, healthcare, finance, and education.

4. Impact of Organizational Culture

Investigating the role of organizational culture in shaping work-life balance perceptions can provide valuable insights. Understanding how cultural factors, such as leadership styles and company values, affect employee experiences can help organizations create more effective work-life balance initiatives.

5. Diversity and Inclusion Focus

Research should explore how different demographic factors—such as gender, socioeconomic status, and cultural background—impact work-life balance perceptions. This could lead to a more inclusive understanding of work-life balance needs and inform policies that cater to diverse employee groups.

6. Effect of Remote Work and Technology

As remote work becomes more prevalent, studying its impact on work-life balance and job satisfaction is crucial. Future research could assess how technological tools and flexible work arrangements affect employee engagement, stress levels, and overall satisfaction.

7. Link to Organizational Performance

Exploring the relationship between employee job satisfaction, work-life balance, and organizational performance metrics (such as productivity, turnover rates,

and profitability) would provide a comprehensive view of the business case for investing in work-life balance initiatives.

8. Comparative Studies Across Regions

Conducting comparative studies between different cities or countries can help identify how cultural and economic contexts shape work-life balance perceptions. This could provide a broader understanding of global best practices and their applicability in local settings.

Future Scope of the Study

The future scope of this research extends to both practical applications and theoretical contributions.

- **Policy Development:** Organizations can use the insights gained to develop more effective work-life balance policies that are sensitive to employee needs, thereby improving job satisfaction and retention rates.
- **Employee Engagement Strategies:** Understanding the factors that influence work-life balance will enable companies to implement targeted employee engagement strategies, fostering a more committed workforce.
- **Wellness Programs:** The findings can guide the creation of wellness programs that address the specific stressors faced by employees, particularly in high-demand sectors.

By pursuing these recommendations and expanding the scope of the study, researchers and organizations can significantly enhance their understanding of work-life balance and its impact on employee satisfaction, ultimately leading to more effective and sustainable workplace practices.

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