

Idiosyncratic Deals and Motherhood Stress: Understanding the Mediating Effect of Work to Family Enrichment with Moderating Effect of Workplace Dignity

Vani Menon*, Sumathi Annamalai

Management Department, School of Business and Management, Christ University, Bangalore, Karnataka, India. *Corresponding Author's Email: mmenon2008@gmail.com

Abstract

Motherhood stress has developed as a substantial yet underexplored outcome of present-day employment practices, particularly in organizational contexts where flexibility is increasingly individualized. While prior research has examined motherhood stress, flexible work arrangements, and idiosyncratic deals largely in isolation, limited attention has been given to how personalized flexibility shapes the psychological experiences of working mothers. This study attempts to bridge this gap by examining how I-deals influence motherhood stress through psychological and relational mechanisms embedded within organizational and socio-cultural contexts. Drawing on interdisciplinary literature, this study positions I-deals as context-dependent resources whose effects on motherhood stress are mediated by work-family enrichment and where workplace dignity has a moderating role. The study adopts a quantitative survey approach across 410 female employees in the Indian IT sector to test the proposed hypotheses among working mothers. The study establishes a direct and negative association between Idiosyncratic deals and work to family enrichment which further plays a mediating role with motherhood stress. It also found that workplace dignity plays a significant role in moderating the association between I-deals and work to family enrichment. The study contributes by integrating organizational behaviour and motherhood research, reconceptualizing flexibility as a psychologically contingent practice, and highlighting the importance of work to family enrichment and dignity in shaping stress outcomes. The findings offer an understanding and practical insights for organizations looking to design flexibility policies that genuinely support working mothers without inadvertently intensifying stress.

Keywords: Idiosyncratic Deals, Motherhood Stress, Work-family Enrichment, Working Mothers, Workplace Dignity.

Introduction

A growing body of research documents elevated stress, emotional dysregulation, and vulnerability to mental health challenges among mothers, during sustained caregiving demands (1, 2). These stress experiences extend across diverse life circumstances, including illness, recovery, socio-economic marginalisation, and caregiving for children with additional needs (3-5). Stressful caregiving environments have been linked to long-term psychological outcomes (6, 7).

Employment offers mothers access to income, professional identity, and social resources that can support physical and mental health (8). However, research consistently shows that working motherhood is frequently characterised by role overload, time scarcity, and heightened emotional strain, particularly when organisational structures fail to accommodate caregiving realities (9, 10). These tensions are intensified in contexts marked by persistent gendered divisions of labour and

cultural expectations surrounding role of women (11). According to previous studies, motherhood stress is a product of the interaction between caregiving aspects, workplace demands, and socio-cultural pressures which working women experience (12). Parallel organizational literature emphasizes flexibility, individualized arrangements, and employee agency as mechanisms for enhancing wellbeing and retention (13-15). Working women in India try meeting the dual demands of being both the ideal employee and an ideal mother but fail to achieve the balance and they face considerable challenges while trying to accomplish both roles (16, 17).

In the Indian IT industry, performance under the pressure of global time zones significantly impacts the work schedule, the conflict between the work and its caregiving elements is even more critical. Research has hardly addressed the issue of the impact of idiosyncratic deals on the psychological

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life of working mothers. This kind of relationship is important for employee wellbeing and retention of talented women in these sectors. For working mothers, flexibility requests are often moralized, scrutinized, or framed as exceptional privileges rather than legitimate needs, increasing exposure to stigma and social judgment (18, 19). “The Transactional Model of Stress and Coping” conceptualizes stress as depending on the person’s beliefs and environment and also her personality (20). Social exchange theory provides a critical lens for understanding how I-deals are negotiated, interpreted, and reciprocated. Based on the role theory and social exchange viewpoints, employees have an implicit expectation in terms of fairness, reciprocity, and role performance in organizations (21, 22). Among working mothers, these expectations are especially acute as flexible arrangements are viewed as support by the organization but be perceived as pressure to be returned by increased performance.

Workplace dignity is the self-perceived worth as well as worth as recognized by others which is a product of being in a work environment (23). Mothers who perceive flexibility as signalling reduced commitment often experience guilt, identity threat, and ambivalence but in cases where employees feel that they have dignity and respect at work, the psychological gains of the flexible arrangements are enhanced (24, 25). The inclusion of workplace dignity in the suggested framework leads to a more profound insight into the interaction of contextual organizational resources with individualized flexibility arrangements to determine work-family relationships and employee wellness.

I-deals can enhance work-family enrichment when embedded within supportive organisational contexts (26). Supportive policies such as flexible schedules serve as a buffer significantly decreasing stress levels and enhancing well-being (27). Work-family enrichment is defined as the extent to which experiences in one dimension generates transferable resources that enhance functioning in another role (28). It has been understood that energies generated at work may percolate to the family space and influence stress outcomes (29). Past research indicates that work-family enrichment can positively influence mothers’ mental well-being as a raised income could result

in the day to day, routine domestic tasks to be outsourced (30).

Despite the evidence of previous research on motherhood stress, flexible work conditions, and work-family relationships, most of the research has been conducted on these theoretical constructs on a case-by-case basis. The scanty empirical studies have not combined idiosyncratic deals, work-family enrichment, and motherhood stress into a single theoretical framework. In addition, existing studies have mostly been centered to the western settings with little consideration to the emerging economy like India where there are cultural expectations on motherhood and work, also particularly in Indian IT industry where performance demand is high. Thus, the current study is relevant to the field of organizational behavior in the following three aspects. First, it generalizes the use of idiosyncratic deals to the working motherhood stress. Second, it brings in the work-to-family enrichment as an intervening psychological factor explaining the impact of flexible arrangements on stress outcomes. Third, it uses workplace dignity as a contextual moderator to determine how individualized work arrangement relates to positive work-family results.

The current research aims to analyze the connection between idiosyncratic deals and motherhood stress among working mothers in the Indian IT industry. It also explores the mediating effect of work-to-family enrichment and the moderating effect of workplace dignity in determining stress outcomes.

Methodology

In this research, there was use of snowball sampling method to reach the intended population of new working mothers in the Indian IT industry. The snowball sampling was found to be suitable since the population is a relatively narrow and hard to access group in organizations. Most of the organizations lack publicly available databases that can tell motherhood status of the employees especially those who have just come back on maternity leave. Therefore, the participants were first located by use of professional and social networks and then asked to refer to other qualified respondents who met the inclusion criteria. The methodology allowed the researchers to find enough respondents and at the same time to be

certain that the participants had pertinent traits based on their stage of motherhood and employment. Sampling strategy thus enabled access to a niche population with a sufficient sample size and diversity within the sample population in Bangalore in terms of IT organizations.

The proposed study is quantitative research that employs cross-sectional survey to test the hypothesis that there exists a relationship between idiosyncratic deals (I-deals), work-family enrichment, workplace dignity, and motherhood stress, which is empirical in nature.

Quantitative methods that are most applied in organizational behavior research are the survey-based methodologies that allow the systematic measurement of latent constructs as well as causal relationships to be tested using statistical models (31, 32).

Population and Sample

A total of 410 employees were targeted for the study to meet the Krejci and Morgan dictate of a required minimum sample size of 384 for an infinite population.

Inclusion and Exclusion Criteria

The inclusion criteria were that the respondents had to be female workers who were currently working in the IT sector in Bangalore and had at least one child aged 0-2 years and should have at least five years of professional work history. The participants were also expected to be actively working during the survey period so that the responses could mostly represent the current experiences of the workplace. The exclusion criteria were those who did not work in the IT industry, mothers with children over the age of two years, employees who were on prolonged career break and those who had not filled the entire questionnaire.

Data Collection

A survey using structured questionnaires was shared among the newly working mothers across Bangalore through paper forms and Google Forms. To measure I-deals, the 16 item Rosen scale was used (33) and work to family enrichment was measured using the 9 item Carlson Dwayne scale (34) which had a 5-point Likert scale with responses ranging from 1 for strongly disagree to 5 for strongly agree, work place dignity used the Thomas and Lucas (35) scale with 18 items and

with values from 1 for strongly disagree to 7 for strongly agree, motherhood stress was evaluated using a 31 item scale which was developed by the author with values that ranged from 1 for strongly agree to 5 for strongly disagree.

All the responses that were gathered in the surveys were initially filtered to check their completeness and consistency and after that coded to be analyzed statistically. The extraction of the data was done by collecting the answers of the paper based and online questionnaires into a single dataset with the help of Microsoft Excel and then importing the data into IBM SPSS where a preliminary analysis of the data was done. Reverse coding was done wherever required. The demographic characteristics were studied using descriptive statistics, whereas the reliability and validity tests were performed to guarantee the accuracy of measurements. Thereafter, Structural Equation Modelling (SEM) with AMOS was applied to integrate construct to construct relationships.

The research was based on the primary data, which was gathered by interviewing the participants in the form of structured questionnaires. The questionnaire emerged through the use of previously tested scales of measurement that are commonly applied in the study of the subject of organizational behavior. The instrument was also pilot tested on a small population of working mothers ($n = 40$) before large scale distribution to make sure that it was clear, reliable and contextually appropriate to the Indian IT sector. The scales were then found to be reliable based on the alpha coefficients of the Cronbach which were greater than the acceptable value of 0.70. Further, the construct validity was also determined through confirmatory factor analysis and Fornell Larcker criterion to determine the discriminant and convergent validity of the constructs.

Results

The proposed hypotheses were tested using Structural Equation Modelling (SEM) and the relationship among the constructs was reviewed both in a direct and indirect manner. SEM is especially appropriate in this study since it enables the study of intricate relationships among numerous latent factors together, such as mediation effect, moderation effect, and so forth. AMOS 29 was used to analyze the information

whereas preliminary statistical analysis was done with IBM SPSS 24 through reliability test and descriptive statistics. The analysis was conducted in two steps that are often suggested in SEM research. To measure the construct reliability, convergent validity, and discriminant validity, the first part was a measurement model test. The structural model was later estimated to test the proposed hypothesis of relationship between idiosyncratic deals, work-to-family enrichment, workplace dignity, and motherhood stress.

Demographic Profile

The results showed that most of the participants [44%] fitted with the 25 to 29 age group. The majority of the respondents (94 per cent) were

married. The participants majorly belonged to the experience group of five to nine years [59%].

Validity and Reliability Testing of Instruments Used

Common method bias was tested using Harman's single-factor test and no factor accounted for more than 50% of the total variance. Table 1 shows us the value of the Cronbach alpha of the measures scales in the research. These findings show that all constructs are characterized by the high internal consistency reliability as the alpha values are greater than the recommended level of 0.70. This indicates that the items in each scale are reliable in measuring the constructs they measure such as idiosyncratic deals, work-family enrichment and motherhood stress.

Table 1: Cronbach Alpha Values for Internal Consistency

Variable	Cronbach's Alpha Value	Number of Items
Idiosyncratic deals	0.807	16
Work to Family Enrichment	0.923	9
Motherhood Stress	0.871	31

Table 2 summarizes the results of the discriminant validity tests using Fornell Larcker criterion, it shows values above 0.70 for Composite Reliability (CR) which are regarded as acceptable, thus the results suggest excellent internal consistency. Further, the required criterion of 0.50 is exceeded by Average variation Extracted (AVE) values which

demonstrates strong convergent validity. Discriminant validity is attained when $MSV < AVE$ and $ASV < AVE$. Hence, it can be said that, the results satisfy the Fornell and Locker Criterion (36) for discriminant validity, reliability and convergent validity.

Table 2: Fornell and Larcker Criterion for Discriminant Validity

	CR	AVE	MSV	ASV	WFE	TWR	FT	FI	SUP	CAR	MS	SE	WPD
WFE	0.928	0.595	0.527	0.080	0.772								
TWR	0.857	0.504	0.033	0.013	0.126	0.710							
FT	0.844	0.521	0.033	0.006	0.032	0.182	0.722						
FI	0.884	0.605	0.042	0.012	0.135	0.102	0.107	0.778					
SUP	0.885	0.525	0.088	0.020	-0.153	-0.103	-0.036	-0.034	0.724				
CAR	0.898	0.595	0.088	0.037	-0.213	-0.113	-0.029	-0.204	0.296	0.771			
MS	0.872	0.534	0.025	0.005	-0.049	-0.026	-0.020	-0.047	0.054	0.157	0.731		
SE	0.941	0.569	0.023	0.007	-0.071	-0.053	-0.056	-0.065	0.002	0.151	0.045	0.754	
WPD	0.953	0.532	0.527	0.084	0.726	0.146	0.023	0.090	-0.183	-0.242	-0.070	-0.125	0.730

Note: CR: Composite Reliability, AVE: Average Variation Extracted, MSV: Maximum Shared Variance, ASV: Average Shared Variance, WFE: Work to Family Enrichment, TER: Task and work responsibility, FT: Flexibility, FI: Financial Incentive, SUP: Support, CAR: Career.

Measurement Model and Fit Indices

To test the relations between latent constructs, confirmatory factor analysis is done by testing the measurement model (Figure 1). It shows the conceptual illustration of the measurement model

and the association between idiosyncratic deals, work to family enrichment, dignity at the workplace and motherhood stress. Observed variables are represented by the use of rectangles whereas latent constructs are represented by the use of circles.

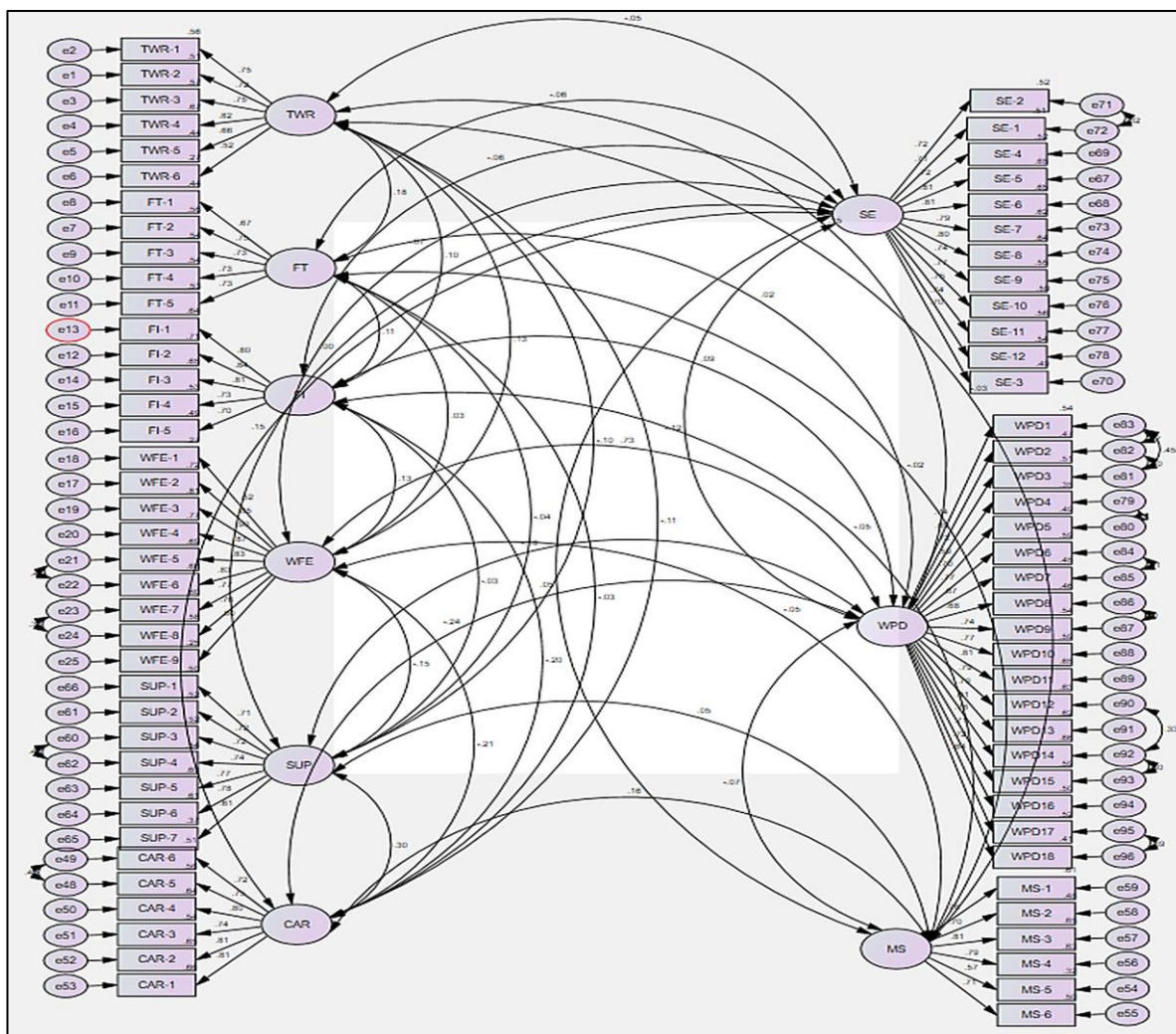


Figure 1: Measurement Model

Table 3 is a summary of the goodness-of-fit measures applied in the analysis of the structural equation modelling to assess the measurement model. The findings show that all the fit indices are within the suggested levels, including Chi-square adjusted by degrees of freedom [1.593], TLI

[0.918], CFI [0.922] and RMSEA [0.038] which implies that the suggested model can explain the observed data satisfactorily. Also, all the factor loadings showed values greater than 0.5 as required.

Table 3: Fit Indices of Measurement Model

Indices	Threshold Values	Model Values
CMIN (Minimum Discrepancy)	-	4103.933
D F (Degrees of Freedom)	-	2577
p-value (Significance level)	0.05	0.000
CMIN/DF	Below 3	1.593
Tucker Lewis Index	Above 0.9	0.918
Comparative Fit Index	Above 0.9	0.922
Root Mean Square Error of Approximation	Below 0.1 (<0.8 preferable)	0.038

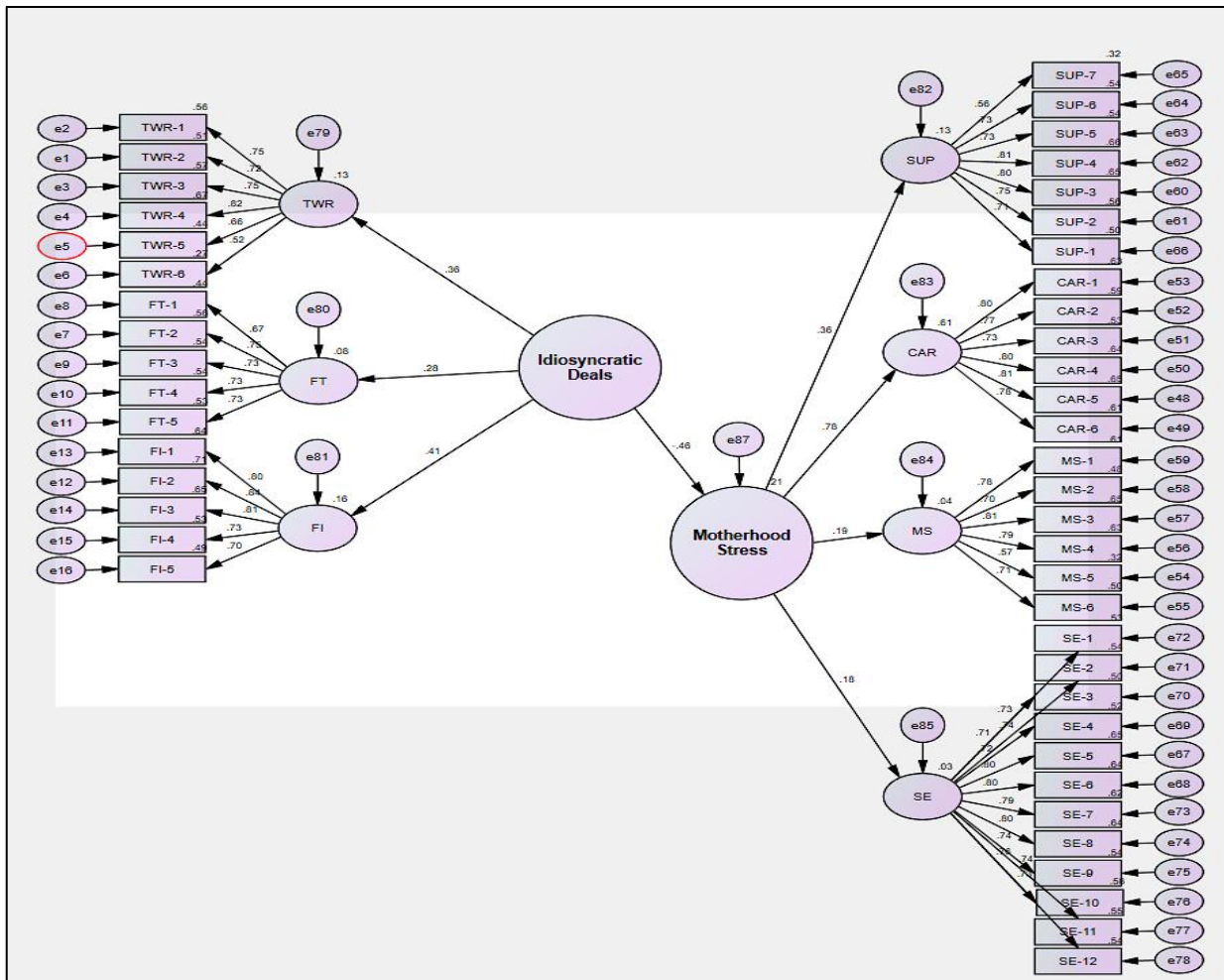


Figure 2: I-deals and Motherhood Stress

Hypothesis Testing

Hypothesis 1: There exists a significant relationship between Idiosyncratic Deals and Motherhood Stress.

The structural equation between idiosyncratic deals and motherhood stress is given in Figure 2. The diagram depicts the hypothesized direct relationship among the constructs and points out the direction of the relationship that is being assessed using SEM analysis. The arrows refer to the standardized regression weights, which represent the level of the impact. The model will demonstrate how the individualized work arrangement influences the psychological stress among working mothers.

Table 4 shows the structural regression analysis that investigated the correlation between idiosyncratic deals and motherhood stress. As seen in the table, with a normalized regression weight of -0.464, the path coefficient from I-deals to Motherhood Stress is specifically -0.79 [SE = 0.34, CR = -2.29, p = 0.02], indicating a moderately strong negative effect which means, motherhood stress lowers as I-deals rise. As p < 0.05 (significance level), we reject the null hypothesis. Hypothesis 2: There exists a significant relationship among I-deals and Work to family enrichment.

Table 4: Direct Relationship between I-deals and Motherhood Stress

Relationship	Unstandardized Regression Weights	Standard Error	Critical Ratio	p-value	Standardized Regression Weights
Motherhood Stress<---Idiosyncratic Deals	-0.79	0.34	-2.29	0.02	-0.464

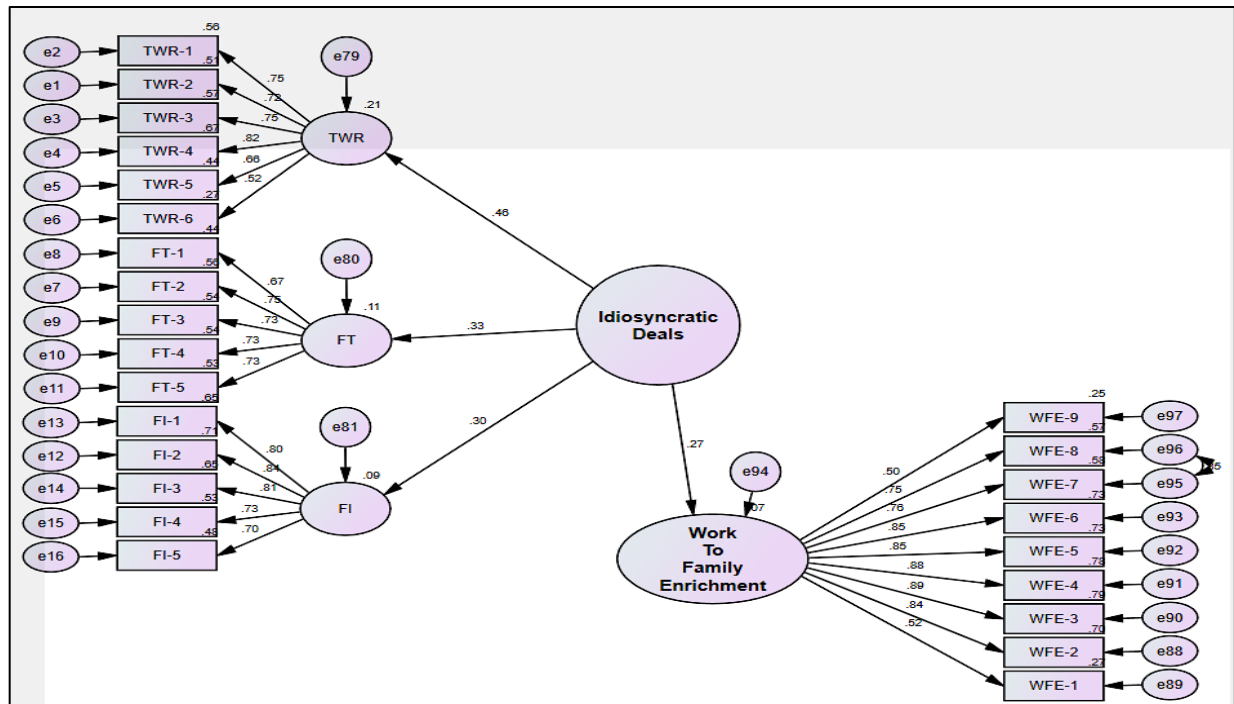


Figure 3: I-deals and WFE

Figure 3 above shows the structural correlation between Work-to-Family Enrichment and Idiosyncratic Deals. The figure is the direct route in which individualized work arrangements aid in the mobilization of positive resources across the work to the family areas. The arrows represent the hypothetical direction of causation and the standardized coefficients show how strong the relationship between the constructs is.

The results of the regression analysis of the relationship between idiosyncratic deals and the

work-to-family enrichment are reported in Table 5. Overall, the results of the structural regression between Idiosyncratic Deals (I-deals) and Work to family enrichment [b=0.56], p= 0.05 (significance level) shows a substantial and positive association which demonstrate that I-Deals significantly enhance working mothers' work-to-family enrichment. Hence null hypothesis cannot be accepted.

Hypothesis 3: Work to family enrichment mediates the relationship between I-deals and stress

Table 5: Direct Relationship between I-deals and WFE

Relationship	Unstandardized Regression Weights	Standard Error	Critical Ratio	p-value	Standardized Regression Weights
Work Family Enrichment<---Idiosyncratic Deals	0.56	0.28	1.97	0.05	0.27

Figure 4 displays the mediation model that was adopted to determine the role of work-to-family enrichment in the relationship between idiosyncratic deals and motherhood stress. This model illustrates direct and indirect means by which I-deals are likely to alleviate stress on motherhood by increasing work-to-family enrichment.

A summary of the mediation analysis results is presented in Table 6. The values for the indirect

effect ($\beta = -0.053$, $p = 0.027$; 95% BC CI[-0.381, -0.016]) are statistically significant. Hence null hypothesis is rejected. Thus, we can conclude that there is a significant indirect effect where idiosyncratic deals reduce motherhood stress via increased work-to-family enrichment.

Hypothesis 4: Work Place Dignity has a moderating effect on Idiosyncratic Deals and Work to Family Enrichment.

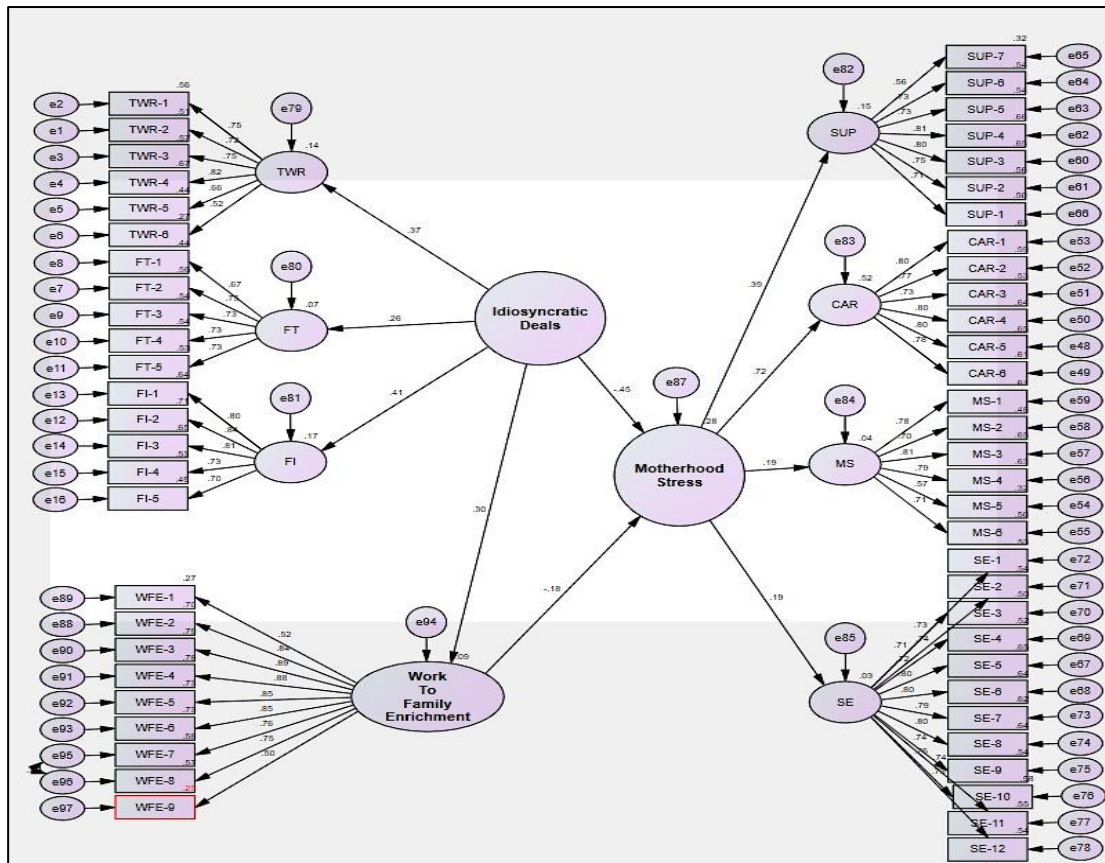


Figure 4: Mediating role of WFE

Table 6: Mediating Effect of Work Family Enrichment on Idiosyncratic Deals and Stress

Relationship	Effect Type	β	p-value	95% Confidence Interval
Idiosyncratic Deals → Work Family Enrichment	Direct	0.303	0.029	[0.149, 2.467]
Work Family Enrichment → Motherhood Stress	Direct	-0.176	0.063	[-0.216, 0.084]
Idiosyncratic Deals → Motherhood Stress	Direct	-0.450	0.032	[-2.55, -0.096]
Idiosyncratic Deals → Work Family Enrichment → Motherhood Stress	Indirect	-0.053	0.027	[-0.381, -0.016]

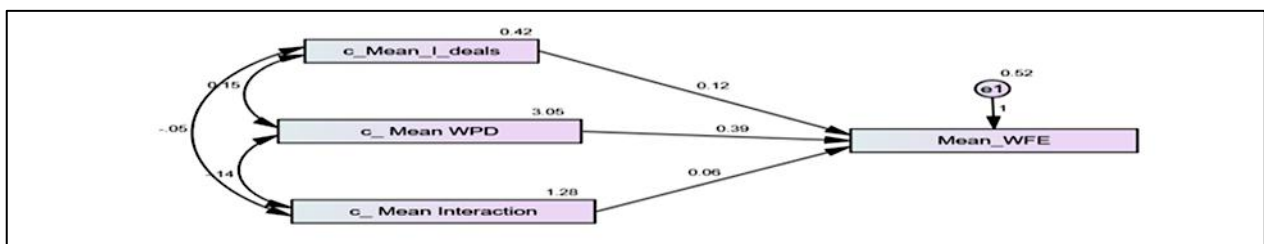


Figure 5: Moderating Role of WPD

Figure 5 demonstrates the moderating effect of workplace dignity in the connection between Idiosyncratic deals and work-to-family enrichment. The interaction effect as depicted in the model shows that the positive association between I-deals and work to family enrichment increases when the employees experience greater levels of dignity and respect at the workplace.

The moderation analysis is given in Table 7. As shown in the table, Work-Place Dignity exhibited a strong positive main association with Work-Family Enrichment ($B = 0.387$, $SE = 0.021$, $CR = 18.832$, $p < .001$; $\beta = 0.679$). Idiosyncratic Deals also demonstrated a positive and statistically significant association with Work-Family Enrichment ($B = 0.121$, $SE = 0.055$, $CR = 2.187$, $p =$

.029; $\beta = 0.079$). The interaction between Idiosyncratic Deals and Work-Place Dignity was positive and statistically significant ($B = 0.062$, $SE = 0.031$, $CR = 1.964$, $p = .049$; $\beta = 0.070$). The 95% confidence interval [0.006, 0.120] did not include zero, providing clear evidence of a moderation

effect. Hence null hypothesis is rejected. The positive sign of the interaction coefficient indicates that the positive relationship between I-deals and Work-Family Enrichment becomes stronger as Work-Place Dignity increases.

Table 7: Workplace Dignity as Moderator Between Idiosyncratic Deals and Work to Family Enrichment

Relationship	B (Unstandardized)	Standard Error	Critical Ratio	p-value	Standardized β	95% CI [Lower, Upper]
c_Mean_WPD	0.387	0.021	18.832	< .001	0.679	[0.351, 0.422]
c_Mean_I-deals	0.121	0.055	2.187	0.029	0.079	[0.013, 0.230]
c_Mean_I-deals \times c_Mean_WPD	0.062	0.031	1.964	0.049	0.07	[0.006, 0.120]

Note: c_Mean_WPD: Centred Mean Workplace Dignity, c_Mean_I-deals Centred Mean Idiosyncratic Deals, c_Mean_I-deals \times c_Mean_WPD: Centred Mean of Interaction effect

Discussion

The study results can be discussed in three key areas. The first one is the direct effects domain, which explores the association between idiosyncratic deals and motherhood stress and proves that flexible individualized arrangements are helpful to decrease the level of stress among working mothers significantly. This result supports previous research which states that the beneficial effects of I-deals will be felt across the organization by the employees and would result in reduced emotional exhaustion and that flexibility consistently predicted less stress and burnout (37, 38).

Secondly, the domain of mediating mechanisms underlines the mediating role of work-to-family enrichment as a psychological route where I-deals determine the stress outcomes. This implies that the advantages of flexibility are more than just schedule modifications and, rather, a constructive transfer of resources between the work and family functions. This aligns with earlier literature which states that work-life balance policies such as flexitime could most likely result in enhanced work to family enrichment (39-42).

Third, workplace dignity is a significant organizational state in the contextual moderation domain that enhances the positive correlation between the I-deals and the enrichment of work-to-family. This supports findings which noted that job rewards which included job design such as those provided by I-deals and psychological rewards such as respect and competence were associated with improved work-family enrichment for the employees (43-45). These typified results leave a better perspective of how the interaction of

structural flexibility, transfer of psychological resources, and organizational climate can influence the well-being of working mothers.

This paper adds the existing body of literature on flexible work practices and employee welfare by showing that idiosyncratic deals can be useful organizational resources that can play an important role in supporting working mothers. Theoretically, the findings can be used to justify the transactional model of stress and coping in which flexible work arrangements can be viewed as resources in coping which enable individuals to deal with role-related pressures. The outcomes of the mediation also demonstrate the significance of work-to-family enrichment as one of the ways in which organizational resources can be converted into better psychological performance. Stress levels are expected to reduce when working mothers feel that their work experiences are producing positive resources to improve their lives in the family. Also, the moderating quality of workplace dignity is that the benefits of flexible arrangements are not entirely structural but also relational and cultural features of the workplace. Individualized work arrangements can provide a better psychological benefit to employees who feel respected in their respective organizations. This shows how dignity-based organizational cultures could play a crucial role in providing that flexibility policies would yield significant well-being results.

Conclusion

This paper has investigated how idiosyncratic deals and motherhood stress are related to working mothers in the Indian IT industry by adding work-to-family enrichment as an intermediate and work dignity as a moderator. The

results indicate that personalized work arrangements can have a substantial impact on decreasing motherhood stress with the facilitation of a favorable organizational climate. Work-to-family enrichment is essential in pooling resources in the workplace to the family sphere thus enhancing the psychological well-being among working mothers. Also, the idiosyncratic deals are enhanced by workplace dignity that promotes respect, fairness, and recognition in the firms. These results point to the significance of crafting the flexible work policies that do not only offer structural flexibility, but also create a favorable working culture. In a practical sense, organizations would need to institute inclusivity policies that would normalize flexible work practices and eliminate stigma against motherhood. Positive leadership practices, childcare support services, and dignity-based human resource policies can go a long way in increasing the well-being of employees and productivity of an organization. The study can be further developed in future with alternative industries and cultural background and longitudinal variations in maternal stress.

Practical Implications

Though organizations introduce initiatives to help women have better career opportunities post motherhood, the challenges encountered by newly working mothers still persist. Establishing the advantages of I-deals and the linked factors like work to family enrichment and workplace dignity in promoting an inclusive workplace could help women attain greater career heights and thus help individual and organization growth. For organizations and practitioners, this study highlights the need to create stigma-free flexible work arrangements, subsidized childcare, provide support through peer-support groups and train supervisors to identify and negate bias against newly working mothers. For policymakers, the results highlight the importance of stricter norms regarding maternity policies and monetary protection for the mothers so as to ensure gender equity for returning mothers across organizations.

Future Research Directions

The possible expansions of the current study into the future research can be done in various ways. To begin with, longitudinal research might be conducted on the changes in motherhood stress in various phases of parenting and career development. Secondly, the research can be

enhanced with the introduction of variety of sectors besides IT industry to enhance the overall applicability of the results in the future. Third, cross-national research might be used to comprehend the effect of cultural backgrounds on the efficacy of idiosyncratic deals in favor of working mothers. Lastly, future studies can have more organization variables included to include more variables in explaining the effect of flexible work arrangements on employee well-being, including supervisor support, organizational culture, and psychological safety.

Limitations

The research was confined to working mothers in the IT sector with the toddler age group, further studies can include other sectors and different age groups. Future research can also focus on same sex couples and single mothers. Lastly, since the study was cross-sectional, longitudinal research tracking stress trajectories over time would also extend understanding of how maternal experiences evolve across different life stages.

Abbreviations

B: Unstandardized Regression Coefficient, β : Standardized Path Coefficient, I-Deals: Idiosyncratic deals, p: Significance Level, WFE: Work to family enrichment, WPD: Work Place Dignity.

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Author Contributions

Vani Menon: questionnaire preparation, research survey, research design, analysis, Sumathi Annamalai: theoretical framework, review. Both authors have read and approved the final version of the manuscript

Conflict of Interest

The authors declare that there are no conflicts of interest regarding the publication of this manuscript.

Data Availability

Data can be shared on request.

Declaration of Artificial Intelligence (AI) Assistance

No AI were used by authors.

Ethics Approval

The study received ethical approval by the Institutional Review Board (IRB) of Christ University, India (Protocol number: CU: RCEC/00354/11/24, 8 November 24). Participation was voluntary. All participants gave informed consent both written and oral prior to data collection. No personally identifiable data were gathered and the data were utilized in the academic research.

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