

## **Appendix**

**1. Marital Status** - (A) Single (B) Married

**2. Age Group** - (A) 21 to 30 (B) 31 to 40 (C) 41 to 50 (D) 51 to 60

**3. Education Qualification** - (A) Diploma (B) Degree (C) Doctoral

**4. Experience Years** - (A) Below 5 Years (B) 5 to 10 Years (C) 11 to 15 Years (D) 16 to 20 Years (E) 21 to 25 Years (F) 25 to 30 Years

### **Personal Factors (1 - Strongly Disagree to 5 - Strongly Agree)**

The responsibilities of my job impact my ability to maintain a balance between work and family life.

The considerable time commitment required by my role poses challenges in fulfilling my familial obligations.

Home-related tasks often remain unfinished due to the time and effort demanded by my job responsibilities.

The stress generated by my job creates difficulties in meeting my family-related commitments.

Family plans often need to be altered due to work-related responsibilities and commitments.

### **Workplace Pressure (1 - Strongly Disagree to 5 - Strongly Agree)**

I have experienced restlessness or anxiety due to my job responsibilities.

Balancing work commitments here challenges my ability to dedicate sufficient time to my family.

My job tends to affect me more emotionally than I believe it should.

The extensive time I spend working can make me lose sight of the bigger picture.

There have been numerous occasions when my job has left me completely drained.

The demands of my work often leave limited room for engagement in other activities.

On certain occasions, thoughts of my job can lead to a constricted sensation in my chest.

I frequently sense a strong attachment to the company, akin to a marital relationship.

The workload assigned is overwhelming given the available time to accomplish it.

Taking time off from work can induce feelings of guilt.

The prospect of job-related calls at home sometimes fills me with apprehension.

It feels as though I am constantly on the clock, without true days off.

A significant number of individuals at my level in the company experience burnout due to the demands of the job.

**Professional Guidance (1 - Strongly Disagree to 5 - Strongly Agree)**

My direct manager has confidence in my abilities

My immediate supervisor supports my personal growth and development

When women employees in the IT industry face challenges in their performance, my immediate supervisor takes prompt and unbiased corrective measures

My direct supervisor collaborates with me to establish plans and objectives for our work

Clear instructions are provided by my immediate supervisor

I can seek advice from my immediate supervisor whenever needed

I feel comfortable openly and honestly communicating with my manager

Recognition is given by my immediate supervisor for a job well done

Regular team meetings are conducted by my direct manager

My immediate supervisor demonstrates effectiveness in decision-making

Awareness of the activities within my work group is shown by my immediate supervisor

My immediate supervisor is performing well in their role

**Work Performance (1 - Strongly Disagree to 5 - Strongly Agree)**

My job performance was negatively affected due to the presence of biased criteria in task allocation and performance assessment

The lack of clear organizational planning and inadequate control measures has exerted an influence on my work performance

I always have the opportunity to engage in discussions with colleagues regarding any work-related issues I might encounter

Occasional errors occur unintentionally on my part when I'm operating under pressure