

Empowering Women in Tech: A Comprehensive Examination of Female Employee Engagement in Thiruvananthapuram's IT Sector

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Abstract: The context of this research is to analyse the multidimensional dynamics of female employees working in the Information Technology (IT) sector in Thiruvananthapuram. The research questions in details by closely scrutinizing the relations between career integration, career development opportunity, work– life balance, and job satisfaction and to explore if any of my study has a mediating effect using resilient statistical approaches to contribute towards the knowledge for these complete predictors and for women career development among the I.T. sector Impact. These findings highlight the need for an inclusive workplace culture and emphasize job satisfaction as a key enabler of productivity and work-life balance. These insights can serve as aa working base for organisations, policymakers, and stakeholders to make IT companies in Thiruvananthapuram an equitable and lucrative working atmosphere for women.

Keywords: Workplace Inclusivity, Career Advancement Opportunities, Work-Life Balance, Job Satisfaction.

Introduction

The recent years have seen a tremendous growth of the Information Technology (IT) industry, especially in India, with the city of Thiruvananthapuram in Kerala, which has joined the gang of IT companies. The IT industry has become inclusive of women in terms of engagement. But there is still the issue of gender gap in technology. Hence, the present study is aimed at rendering an insightful analysis of women entrepreneurs in the I.T. sector in Thiruvananthapuram. Employee engagement defines the passion, commitment and dedication of employees toward their job that largely impacts the performance, growth and success of the organization as a whole (Nematillaev et al., 2025). This study tries to find the light on women entrepreneurs in the I.T. industry in Thiruvananthapuram, in knowing and analysing whether the few that we come across are facilitated or discouraged towards entering into the workforce which can lead towards an inclusive workplace and could bear fruit. This study will go through all the aspects of female employees in I.T. industries and their career path, work life balance, workplace culture. We have set eyes more to understand the women of the I.T. sector in thiruvananthapuram through a well research and study. The I.T. industry pioneered technology companies that took things to the next level of growth in the world economic sphere on recent years. And there is a growing talent pool and educational institutions and a favourable business environment that has made Thiruvananthapuram an essential player in the I.T. landscape. To understand an evolving project that goes through so many gender dynamics and employee engagement, we need to look at the city's I.T. sector that has exponentially expanded with such focus. Women in the no-code space report they are not experiencing representation in the industry, a trend that is only recently changing by intentional work to fill the gender gap, and many of the challenges and opportunities that come with it. Factors such as workplace culture, professional development, mentorship, and work-life balance conjoin with each other and determine women's involvement and promotion in the I.T. sector. These changes are vital for both women in tech and the long-term growth and evolution of the industry as a whole. The I.T. sector is notoriously fast-paced and demanding, and has its share of diversity and identity challenges. As the number of women in tech roles grows, however, they continue to experience challenges and bias. So, the participation of women entrepreneurs in the I.T. industries in Thiruvananthapuram is not just a matter of competitiveness and fairness; it is also a competitive advantage for those companies. They work in a fast-growing industry that is well-equipped to meet their needs and deliver new solutions to care teams. This study will read into

the experiences of women employees from the I. T. Sector in Thiruvananthapuram regarding their career progress and aspiration, job satisfaction, the workplace culture, as well as opportunities and challenges. We hope to discover best practices and room for improvement, which, when realized will not only lead to an inclusive work environment, it will also contribute to an overall positive impact on Indian working women, which is to say the I.T. industry and the supporting agencies and the broad scale population. The following sections aim to elaborate on the methodologies, results and suggestions to understand the current status of female entrepreneur participation in the I.T. industry within Thiruvananthapuram and potentially help guide the efforts which seek to facilitate a more inclusive technology landscape, without storing variety (Alviri & Habibi, 2015).

The thrust of our inquiry is the glaring gender imbalance in the information technology (I.T.) sector in Thiruvananthapuram, where women in key technical and Leadership positions are underrepresented. This gender gap restricts diversity of thoughts and skills in the I.T. industry and it creates a tough environment for female employees seeking promotion at work. Women working in the Thiruvananthapuram I.T. sector, face certain impediments in their career progression such as lack of leadership roles, mentoring and skill building opportunities. Additionally, the I.T. industry is known to be fast-paced and demanding, making the pursuit of work-life balance a challenge. Workplace culture within the I.T. industry is being interrogated too, as unsupportive or biased environments can make women feel left out of the process or marginalize their efforts. In conclusion, the importance of addressing these issues is imperative to address gender equality in society, boost the competitiveness of the Thiruvananthapuram I.T. industry, allow for innovation and ultimately the social and macro-economic development.

Need of the Study

This study is important as there is an immediate need to enhance gender equality and promote inclusion in the Information Technology (I.T.) sector of Thiruvananthapuram. Since there are gender differences in employment, extensive Research is required to develop a harmonious and equal working environment. Social justice is not the only independent influence on the economic and technological development of Thiruvananthapuram; the flourishing of its I.T. sector has, in fact, had a direct bearing on the success and competitiveness of Thiruvananthapuram itself. To be able to sustain growth, maximize the potential of the work force by bringing women into I.T. space and empower them to do more. Talent attraction and retention, too, are major issues for Thiruvananthapuram firms in a fast-growing I.T. ecosystem. A culture that fully enables women entrepreneurs is both a moral imperative and a strategic advantage for business. It aids in boosting innovation and develops an agile workforce to tackle business problems like a pro. The work-life balance and the well-being of employees account for a great deal of the satisfaction and productivity of employees. This study aims to recognise barriers faced by women in this field and stress the importance of fostering a supportive atmosphere for all professionals.

Encouraging women career development and Leadership in companies also creates a more diverse and talented leadership team. That diversity is critical for informed and creative decision-making, both imperative for achieving success in a competitive I.T. Landscape. Keshy, who is focused on bringing positive impact that will extend beyond the workplace and create a wider ripple for gender equality as part of community and society. In addition, the findings of this research study may serve as a valuable resource for I. T. industry in reframing industry best practices and policies that focus on attracting and retaining female talent in the industry. It also paves the way for subsequent academic conversations about gender dynamics within the tech world, lays down avenues for continued research and contributes to gender-equal policies in the workplace. So there is a dire necessity to eliminate gender inequality, to empower women and to develop a 360 degree progressive, innovative and booming I.T. ecosystem in Thiruvananthapuram. Its focus is on the issues women experience in the I.T. workspace and drive positive change to create a landscape where all people can shine and add value to the growth and success of the industry.

Research Gap

Despite significant growth in Thiruvananthapuram's IT sector and increasing participation of women, gender disparity persists, particularly in leadership and technical roles. Existing studies have primarily focused on workplace inclusion and diversity but lack detailed exploration of their direct impact on women's career advancement, job satisfaction, and work-life balance in a regional IT context. Moreover, limited research exists on how work-life balance mediates the relationship between job satisfaction and career advancement. This study addresses these gaps by providing statistical evidence from Thiruvananthapuram's IT sector.

Review of Literature

The review of existing literature provides a foundation for the study by exploring themes aligned with its objectives: workplace inclusivity, job satisfaction, work-life balance, and career advancement (Bennett, 2014). Below are summaries of relevant studies that resonate with these objectives:

Workforce Inclusivity: Its Role in Women Career Advancement

There has been a growing body of literature calling attention to the need for inclusivity, and the role it plays in fostering the advancement of women in careers. Shore et al. (2009) contend that equitable policies and practices in inclusive organizational cultures foster participation of individuals in the organization and progress in their careers. According to Cox (1994), diversity management frameworks can improve employees' perceptions of fairness and support which in turn enables them to be motivated and committed to the organization. Adler and Kwon (2002) also emphasize the importance of social capital, including mentorship and networking opportunities, as a means to circumvent the systemic barriers experienced by women within traditionally male industries.

The Correlation Between Job Satisfaction and Career Progression

Many believe that job satisfaction is a precursor that leads to career development. According to Greenhaus and Powell (2006), employees who are fulfilled are more motivated to engage in growth opportunities and are more likely to be engaged. Using this theory, Frone, Russell, and Cooper (1992) found a strong and positive relationship between satisfaction and performance where job satisfaction is considered a source of upward movement by raising a person's value within the organization. Similarly, Schaufeli et al. (2006) emphasize that a happy employee is more likely to pour effort into their career in the long haul.

The Effect of Companies Inclusivity on Work-Life Integration

Work life balance is largely shaped by inclusivity. Psychological safety in the workplace is of great importance: Edmondson (1999) explains that the more inclusive an environment, the more able employees are to juggle personal and professional implications. Workplaces that promote inclusivity have lowered rates of burnout, according to Maslach and Leiter (1997), another necessary building block for a healthy lifestyle. In addition, Greenhaus and Powell (2006) demonstrate how inclusiveness in the workplace can facilitate flexibility and supportive systems to engage employees in managing the competing demands of life without compromising professional growth.

Work-Life Balance as a Mediator between Career Progression and Job Satisfaction

Many studies have focused on the interplay of work-life balance, job satisfaction, and career advancement. The engagement model of Kahn (1990) affirms that work-life balance serves as a stabilizing element that boosts employees' satisfaction and motivation, thus impacting their outcomes in their careers (Alkasassbeh et al., 2024). Transformational leadership styles, according to Bass and Riggio (2006), also improve on work-life balance and consequently impact both job satisfaction and professional development indirectly. Yet Becker (1993) points out that full consideration of the mediating role of work-life balance would also have to account for its contextual nature given its effects on satisfaction and advancement; it varies significantly from one workplace culture to another (Sari et al., 2025).

The theoretical foundation of this study draws on established theories and frameworks to effectively address the issues of female entrepreneurship in the information technology (I.T.) sector in Thiruvananthapuram, with the internal support of a scholarly research team any. These theoretical foundations include gender and equity theories such as feminism, networking, and social construction (Connell, 2014; Crenshaw, 1989), which guide our understanding of how gender dynamics affect women's experiences at work in. In addition, models of employee engagement, modeled by Kahn's engagement model (Kahn, 1990) and Maslach and Leiter's burnout model (Maslach & Leiter, 1997), provide insight into the complexities of a it affects the participation of working women, including job demands, goods, and jobs. related stressors. 2001). The work-life balance framework, informed by the work-family struggle and well-being model (Greenhaus & Powell, 2006), provides a lens for evaluating how women in the I.T. industry navigate their professional and personal life demands Research in this area of job satisfaction intervenes and emphasizes the significance of work-life balance for (Frone, Russell, & Cooper, 1992). Leadership theories, particularly transformational Leadership (Bass & Riggio, 2006) and executive leadership (Avolio & Gardner, 2005) explore how leadership styles and practices in I.T. organizations can facilitate women's career advancement and drive participation high, where existing Research reveals organizational culture employee motivation and the critical role of Leadership in shaping (Avolio et al., 2009). Theoretical foundations further build from organizational culture and integration theories, namely Schein's cultural dimensions (Schein, 1992) and psychological safety theory (Edmondson, 1999), to

explore influence of workplace culture on retention of female employees' engagement and stakeholders. This is evidenced by a body of Research which identifies the role of culture in shaping the way employees experience and behave within their working environment (O'Reilly et al., 2014). Women are encouraged to obtain social capital that will help them break into the field and at the same time emphasize the contribution of social networks to women's career development (Bourdieu, 1986; Coleman, 1988) and participation in the I.T. sector (Adler & Kwon, 2002), Experimental Research where Counseling, Networking and Social Support programs work towards Development. Additionally, Human Capital Theory (Becker, 1964) allows for exploration of the effect of education, training, and skills development on employee engagement, with research indicating a positive correlation between business success and investment in human capital (Becker, 1993); Finally, the inclusion model of diversity management frameworks (Cox, 1994; Shore et al., 2009) were used outside and diversity impact to assess factors that determine a woman's participation level in I.T organizations with. employee engagement and research highlighting that diversity and inclusion processes affect satisfaction (Kulik et al., 2007). In addition to their associated literature, these widely accepted theories and models offer a solid foundation for resolving the various challenges faced by women entrepreneurs in the I.T. industry in Thiruvananthapuram. Drawing from these theories, the study seeks to shed light upon the factors affecting female entrepreneurial engagement and make evidence-based recommendations for creating an engaging and inclusive work environment in the I.T. industry.

Objectives Of The Study

- To find the role of workforce inclusivity for women's career advancement.
- To assess the relationship between job satisfaction and career advancement.
- To assess the influence of workplace inclusivity on work life balance.
- To find the mediating role of work life balance between career advancement and job satisfaction.

Scope for Further Study

1. Broader Geographic Scope

While this study focuses on Thiruvananthapuram, similar research can be extended to other regions, both within India and internationally, to examine whether the identified trends and relationships hold true across diverse cultural and organizational contexts.

2. Sectoral Comparison

Future studies could compare the IT sector with other industries, such as manufacturing, healthcare, or education, to understand how industry-specific factors influence workplace inclusivity, job satisfaction, work-life balance, and career advancement opportunities for women.

3. Longitudinal Studies

Conducting longitudinal research would help capture changes over time, particularly in response to policy changes, organizational interventions, or societal shifts that aim to improve gender equity in the workplace.

4. Intersectionality and Diversity Dimensions

Further research could explore how factors such as age, socioeconomic background, marital status, or ethnicity intersect with gender to shape women's experiences and opportunities in the workplace.

Statement of the Problem

By 2024, the women in Thiruvananthapuram's expanding Information Technology industry (IT) have emerged in a promising position, fitting readily into their places in the area's many lattice-works, though imbalances remain, as seen in their representation, with few women leading staff and coded machines. Such a gender gap not only reduces diversity and innovation but also inhibits women's career advancement. Women frequently encounter structural constraints related to insufficient access to thriving internships, absence of sponsorship, and inconsistent corporate cultures, which undermine their expansionist work satisfaction and creation of a work-life equilibrium.

Little research has been conducted on the link between workplace inclusivity and the advancement opportunities women receive in their careers, and the task of how inclusivity impacts job satisfaction and work-life balance remains uncharted terrain. Moreover, recognizing how work-life balance mediates the relationship between career advancement and job satisfaction becomes essential in developing approaches aimed at creating a fairer and more supportive workplace.

By addressing these areas, the study seeks to offer actionable insights for fostering an inclusive workplace culture, enhancing career development opportunities, and improving overall job satisfaction and work-life balance for women in the IT industry of Thiruvananthapuram.

Research Methodology

This study employs a robust research design aimed at comprehensively understanding the engagement of women employees in Thiruvananthapuram's IT sector. A mixed-method approach was utilized to provide both quantitative and qualitative insights into the multifaceted issues faced by women in the workplace.

Sampling Techniques and Population

The target population for this study comprised female employees working in various IT companies in Thiruvananthapuram. A **systematic random sampling** technique was adopted to ensure that the sample was representative of the broader population. This method involved selecting every *n*th individual from an ordered list of eligible participants within IT organizations, ensuring randomization while maintaining structure in the sampling process.

A total of **240 female employees** participated in the study, ensuring a sufficiently large sample size to enable meaningful statistical analysis and generalizability of the findings. These participants were drawn from a mix of small, medium, and large-scale IT organizations to capture diverse workplace cultures and practices.

Data Collection Methods

The study employed a combination of **structured surveys** and **in-depth interviews** to collect data.

1. Quantitative Data:

Surveys were designed to measure key variables such as workplace inclusivity, career advancement opportunities, job satisfaction, and work-life balance. The survey instruments included both closed-ended and Likert scale questions, which were piloted to ensure reliability and validity.

2. Qualitative Data:

In-depth interviews were conducted with a subset of participants to gain richer insights into their experiences, challenges, and perceptions. These interviews provided context and depth to the quantitative findings, highlighting individual and organizational factors influencing women's engagement.

Sampling Methodology

- **Population:** Female employees in Thiruvananthapuram's IT sector.
- **Sampling Technique:**
 - Systematic random sampling was employed to ensure representativeness.
 - Female employees were selected from IT companies in Thiruvananthapuram, ensuring coverage across varying organizational sizes and roles.
- **Sample Size:**
 - Determined using a statistical power analysis, ensuring sufficient data for meaningful regression and correlation analyses.
- **Data Collection Tools:**
 - Structured surveys assessing inclusivity, job satisfaction, work-life balance, and career advancement.
 - Pilot-tested questionnaires to validate reliability and validity.
- **Ethical Considerations:**
 - Informed consent, confidentiality, and anonymity were maintained throughout the data collection process.

Practical Implication of this Study

This study's beneficial implications are useful for organizations, policymakers, and IT area partners, particularly in Thiruvananthapuram. These findings provide valuable insights that can be implemented to create a more inclusive,

equitable, and supportive work environment for women, which ultimately lead to enhanced employee engagement, productivity, and success in the organization.

The review covers, as a matter of first importance, the basic role work environment inclusivity plays in opening up professional success open doors for ladies. Associations can implement commonsense approaches to increase inclusivity by conducting mentorship programs tailored to female employees. Such undertakings can give direction, sponsorship, and systems administration openings that help ladies explore profession deterrents in their ventures and access driving positions. Additionally, establishments should encourage open discussions around orientation predispositions using studios and instructional courses. By exposing issues and addressing blind biases associations can create a culture of inclusivity and ensure equal opportunity for employees.

The solid relationship between job satisfaction and professional achievement underscores the requirement for any work environment in which ladies are valued and enlivened. Associations must continue to assess work fulfillment levels through delegate studies and inputs frameworks. Organizations could lay out clear career development tracks, recognition schemes and reward systems that acknowledge and celebrate the achievements of female employees in light of the findings. Many associations can strengthen work fulfillment, which over a long time enhances vocation advancement and maintenance by empowering a culture of appreciation and advancement.

The review highlights the importance of balance of serious and fun activities contributing to enhance worker prosperity and efficiency. In viable terms, giving flexible working hours, alternate working choices, and on location childcare administrations can enormously encourage work and home balance for ladies, particularly for those juggling both work and home life responsibilities. Support bunches for working moms and drives that advance mental and actual prosperity can help create a better workplace. Organisations can reduce burnout and enhance employee satisfaction by balancing fun with serious pursuits, leading to increased productivity and engagement.

Furthermore, the discoveries of the review regarding balance between serious and fun activities recommend that, however balance is significant between fun and serious activities, this doesn't straightforwardly affect the connection between work fulfillment and professional success. This indicates that organizations should focus on promoting career satisfaction and organizational commitment independently of relying solely on balance between professional and personal work. For instance, establishing a stable workplace culture that values diversity, value and consideration can create a positive impact on job satisfaction and professional success.

From a strategic perspective, the review provides vital intelligence for policymakers seeking to stimulate gender parity in the IT space. These discoveries could enable policymakers to straightforward layout, plan and execute activities that encourage associations to receive comprehensive strategies, for example, orientation variety rules, authority preparing projects for ladies, or businesses will get motivating forces to give proof of improvement concerning the break of orientation in the association. Similarly, government and industry organisations can join forces to launch mindfulness campaigns that emphasise the importance of workplace inclusivity and gender equality.

Finally, the honest review potential touchy aspects to the home or beyond the work environment. By equipping ladies in the IT field, associations add to social change, calling conventional orientation jobs into question and urging future ages of ladies to seek after innovation professions. It benefits individual ladies and gives the organization extensional capacity by approaching them with alternate viewpoints and creating arrangements that may or not have been found.

In conclusion, the majesty of this study is its ability to provide meaningful recommendations to create a more inclusive, equitable, and resilient environment for women in the IT industry. Implementing these recommendations, associations can enhance women's engagement, lead innovation and drive sustainable development, which ultimately will be a great step towards the overall improvement of the industry and society.

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Analysis**To find the role of workforce inclusivity in women's career advancement.**

Model Summary					
Model	R	R Square	Adjusted R Square	R	Std. Error of the Estimate
1	.674 ^a	.455	.452		.49751
a. Predictors: (Constant), Workplace Inclusivity					

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.091	1	49.091	198.333	.000 ^b
	Residual	58.909	238	.248		
	Total	108.000	239			
a. Dependent Variable: Career Advancement Opportunities						
b. Predictors: (Constant), Workplace Inclusivity						

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.045	.177		5.899	.000
	Workplace Inclusivity	.682	.048	.674	14.083	.000
a. Dependent Variable: Career Advancement Opportunities						

The descriptive study conducted in the research reflects a sound and critical association between workplace support and accumulated career opportunities for women in the I.T. industry in Thiruvananthapuram. The model comprises of working climate thought for a colossal piece of the complex nature in calling progression openings, the R Square worth is 0.455, demonstrating roughly 45.5% of the difference in occupation movement would now have the choice to be drawn to such a degree to the extent that looks still suitable with an adjusted R Square esteem having getting 0.452 Backings unwavering quality. The ANOVA result corroborates that the relapse model is significantly meaningful, with an enormous F-measurement (198.333) with a p worth at 0.000 ($p < 0.001$). These discoveries are a sign that each working environment included is a characteristic of solid vocation improvement open doors for ladies in Thiruvananthapuram I.T. (All in all, a one-unit increment in working environment consideration is associated with a 0.682-unit increment in vocation improvement potential open doors. They demonstrate the large positive impact of workplace inclusion on women's economic outcomes. In conclusion, the ramifications of this study underscored the critical role of workplace care in supporting and enabling career success opportunities for women in the Thiruvananthapuram I.T. industry.

These discoveries incorporate the significance of incorporating a culture of a comprehensive working environment that fills the needs of variety and advances equivalent open doors, not just as a civil rights issue, yet as an approach issue that will have any kind of effect on ladies' vocation improvement and support in the calling.

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To assess the relationship between job satisfaction and career advancement.

Correlations			
		Job Satisfaction	Career Advancement Opportunities
Job Satisfaction	Pearson Correlation	1	.859**
	Sig. (2-tailed)		.000
	N	240	240
Career Advancement Opportunities	Pearson Correlation	.859**	1
	Sig. (2-tailed)	.000	
	N	240	240
**. Correlation is significant at the 0.01 level (2-tailed).			

The association analysis resulted in this study reveals a very potent and strong positive relation between job satisfaction and career advancement opportunities. While the connection coefficient (a measure of the strength/bearing of this relationship) for Pearson shows an apparently sure relationship. In fact, the correlation of work fulfillment with the professional success open doors is astonishingly high, at 0.859. This goal proposes that there is a solid relationship between the two lines, which means that as occupation information expands, so do professional success doors rather than hint the most intriguing part of this is that the p-worthy of this relationship is 0.000 which is short of what the all-inclusive alpha score of 0.01. This suggests that the observed association is exceedingly unlikely to have developed by a coincidence; suggesting even more the reliability of this association. The audit indicates conceivable associations between work fulfillment and professional success open doors are serious zones of quality. These findings suggest that individuals who report high levels of commitment to their careers tend to find greater opportunities for career advancement to be involved, emphasizing the importance of the positive relationship between satisfaction with their current position and possibilities for career advancement.

To assess the influence of workplace inclusivity on work-life balance

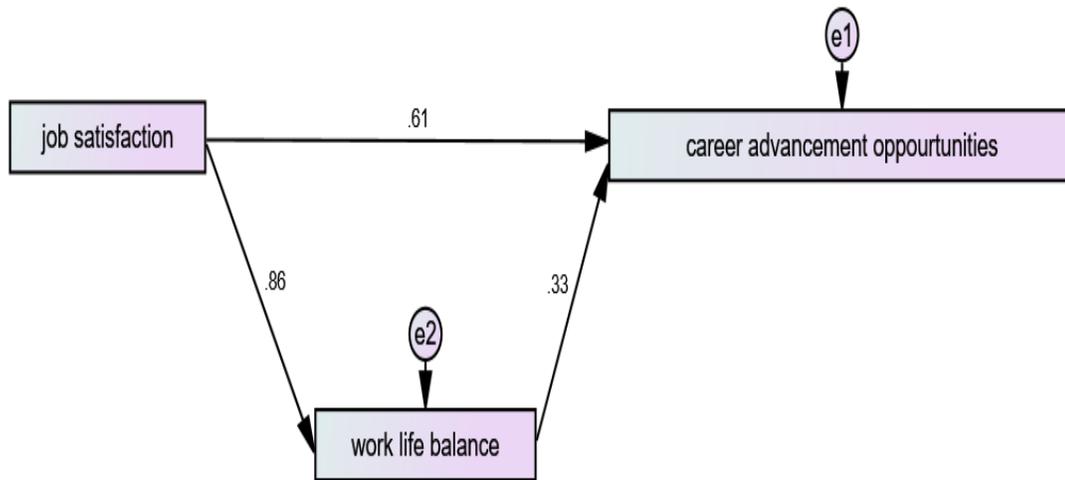
Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.645 ^a	.416	.413	.57448
a. Predictors: (Constant), Workplace Inclusivity				

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	55.855	1	55.855	169.244	.000 ^b
	Residual	78.545	238	.330		
	Total	134.400	239			
a. Dependent Variable: Work-Life Balance						
b. Predictors: (Constant), Workplace Inclusivity						

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.182	.205		5.775	.000
	Workplace Inclusivity	.727	.056	.645	13.009	.000
a. Dependent Variable: Work-Life Balance						

All occupations have fluctuating requests; therefore, there should be a reconciliation between work and other preference in a man's life. The fact-finding investigation led in this study investigates the effect of working environment incorporation on balance between fun and serious activities, particularly in I.T. area in Thiruvananthapuram. And the model itself offers important insights into the strength and informative power of this relationship. Here, the R Square is important, it tells us how much can be explained with work environment incorporation, that is how much 41.6% of the variance in the balance between serious and fun activities. Once again the ANOVA results confirm we have a measurable meaning, the relapse model is vital, this time with a p-worth of 0.000 ($p < 0.001$), in particular. This finding strengthens the evidence for the prophetic role of workplace inclusivity in work-life balance. (Overall, for each one-unit increase in workplace inclusion, work-life balance tends to improve by 0.727 units. In addition, the normalized coefficient (Beta) of 0.645 indicates that the connection between working environment inclusivity and balance between fun and serious activities is solid and guided, bringing about a noteworthy and advantageous impact of a comprehensive work environment culture on representatives' capacity to keep a decent balance between serious and fun activities. This analysis not only highlights the repercussions of this study; it also emphasizes the role of workplace inclusiveness in preventing and promoting work-life balance. These findings give insight into the importance of creating not just a holistic and robust workplace within Thiruvananthapuram's I.T. zone as an issue of social responsibility but also as a means to help employees find a more ideal work-life balance.

To find the mediating role of work life balance between career advancement and job satisfaction.



Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
WLB	<--- Job_satisfaction	.900	.176	5.103	***	
Career_advancement	<--- Job_satisfaction	.543	.244	2.229	***	
Career_advancement	<--- WLB	.286	.233	1.225	***	

Direct Effects (Group number 1 - Default model)

	Job_satisfaction	WLB
WLB	.900	.000
Career_advancement	.543	.286

Indirect Effects (Group number 1 - Default model)

	Job_satisfaction	WLB
WLB	.000	.000
Career_advancement	.257	.000

Total Effects (Group number 1 - Default model)

	Job_satisfaction	WLB
WLB	.900	.000
Career_advancement	.800	.286

This study aims to provide explanations for the contradicting relationships between work fulfillment, WLB and professional success by specifically examining the extent to which balance between fun and serious activities mediates the relationship between work fulfillment and professional success. The discoveries deliver valuable experiences into these associations. The loads of the relapses reveal considerable relationships between the variables. Work fulfillment has a statistically significant effect on work-life balance (WLB) with a coefficient of 0.900, suggesting that individuals who experience greater work fulfillment are more likely to have a better work-life balance. In other words, a positive correlation is observed between work satisfaction and career success, indicated by a factor of 0.543. This indicates that those glad for their foundations are destined to both have better expert achievement valuable open doors. 0.286 — positive, but somewhat tenuously held link between professional success versus outline of how much fun versus serious activity (on average) you experience. Professional achievement plays a factor strongly in balance between work and play, but not as much. To get into the prompt effects, it is noticeable that work satisfy essentially and straightforwardly impacts both work- life balance and work execution. These links are supported by corresponding appraisals of 0.900 and 0.543. Increased satisfaction from your job causes a better work-life balance and newer prospects can also better professional success. Yet, a shortage of critical circuitous impacts, as demonstrated by evaluations of 0.000, suggests that balance between serious and fun activities isn't a go-between calculate work fulfillment professional success. This implies that work fulfillment patently influences balance between serious and fun activities and professional achievement without the need for mediation by balance between serious and fun activities.

In broad strokes, these findings highlight the immediate and consequential benefits of work fulfillment not just on balance, but on professional success. Although the fun-serious balance clearly impacts professional success, it does not mediate the relationship between happiness at work and professional success. These discoveries underscore the basic capacity of occupation satisfaction in impacting work-related and balance between serious and fun activities results, featuring the criticalness of supporting position satisfaction for career and prosperity achievement.

Suggestions Based on Statistical Analysis**1. Workplace Inclusivity and Career Advancement:**

- Findings indicate workplace inclusivity significantly explains 45.5% of the variance in career advancement opportunities. To enhance inclusivity, companies should:
 - Implement mentorship programs tailored to female employees.
 - Encourage open dialogues about gender biases through workshops and training.
- Statistical significance ($F = 198.333$, $p < 0.001$) underscores the importance of inclusivity policies for advancing women's careers.

2. Job Satisfaction and Career Advancement:

- A high correlation ($r = 0.859$, $p < 0.01$) suggests job satisfaction strongly predicts career advancement. Organizations should:
 - Regularly assess job satisfaction levels through surveys.
 - Offer transparent career pathways and reward systems for achievements.

3. Workplace Inclusivity and Work-Life Balance:

- Inclusivity accounts for 41.6% of the variance in work-life balance, highlighting the need for:
 - Flexible work schedules.

- On-site childcare services or subsidies.
- Support groups for working mothers.

4. Mediating Role of Work-Life Balance:

- While work-life balance positively affects career advancement ($B = 0.286$), it does not mediate the job satisfaction–career advancement relationship. This suggests organizations should independently foster job satisfaction and inclusivity to support career growth.

Discussion

This study on empowering women in Thiruvananthapuram's IT sector closely analyses and discusses the factor contributing to female employee engagement in terms of workplace inclusivity, Career progression, Job satisfaction and Work-life balance. The results highlight the also crucial importance of inclusivity in the workplace when it comes to career advancement opportunities for women. A diverse workplace shares space with an inclusive workplace culture, one where women feel like their contributions are heard and that they are empowered to lead and pursue technical positions. This is particularly significant for the IT sector that has a relatively lower number of women in higher positions. Such initiatives to promote mentorship, facilitate discussions around gender biases, and promote an environment of inclusion and equity can improve the chances of women's career development by multiples. Job satisfaction also turned out to be a strong contributor towards both career advancement and work-life balance. The study points out that satisfied working women drawn into their jobs received better opportunities for better jobs and a better work-life balance. This means that companies should focus on establishing transparency between career paths, celebrating accomplishments, and proactively measuring the state of employees' happiness through surveys. Focusing on these elements not only helps companies in attracting and retaining talented women but also contributes towards improved productivity and engagement at a broader level. Work-life balance was a direct, but independent, predictor of career advancement; in fact, the findings demonstrate that work-life balance does not mediate between job satisfaction and career advancement. Thus, although a healthy work-life balance is vital for the well-being of employees, it does not have a direct effect on the relationship between job satisfaction and career growth. Thus, organisations should strive for earning job satisfaction and inclusivity on their own while also offering flexi-working hours, creche facilities and support groups for working mothers, to help employees with work-life balance. The paper also highlights the impact of these findings on the IT sector in Thiruvananthapuram. Organizations can work towards reducing the gender pay gap by implementing great policies. It not only fosters gender equality but also promotes innovation and competitiveness in the industry. Findings from this study provide concrete recommendations that IT organizations can implement in order to uplift women, which will result in improved levels of engagement, satisfaction, and motivation in their work force. This study emphasizes on the need to work on workplace inclusivity, job satisfaction, and work-life balance to enhance empowerment among women techies. Align these factors to make a win-win environment for an individual to progress in their career and well-being. So the focus on gender diversity and the inclusion in the IT sector will be the need for the hour to develop a solid humane workforce and innovations in the city of Thiruvananthapuram.

Scope for Further Study

Several paths for future studies are however opened by the findings, with opportunities to expand the knowledge on female employee engagement in IT and further fields of work. One take away is to broaden the geopolitical focus of the research. This study is specific to Thiruvananthapuram, similar studies could also be conducted in other parts in India or outside of India in the respective geographies. This would help establish whether the trends and relationships found generalizes across different cultures, economics and organizations. Comparative studies in this regard can also highlight regional disparities in workplace inclusivity, job satisfaction, and work-life balance, fostering a holistic understanding of the challenges and prospects for women working in the IT sector across the world. Further consideration is on sectoral comparison. Future studies may compare IT with other industries, such as manufacturing, healthcare or education, to investigate industry-specific determinants of workplace inclusivity, career advancement, and work-life balance for women. His or her work environment may be more demanding like the IT sector as compared to other structured or traditional industries. Recognizing these discrepancies may assist in customizing policies and strategies to provide additional backing to women in different professional domains. Longitudinal studies also represent an important opportunity for future research. Tracking changes over time could allow researchers to evaluate the effects of policy changes, organizational interventions, or societal efforts to advance gender equity in the workplace. For instance, we can test the long-term effectiveness of new flexible work policies or diversity-and-inclusion initiatives, if they are introduced, on female employee engagement and career progression over several years. Longitudinal studies would offer insights into the durability of such interventions, and their impact on the wider

organizational culture and performance. Future studies may also examine the intersection of gender with other aspects of diversity, including age, socioeconomic status, marital status or ethnicity. Women's workplace experiences are dictated by their various intersecting identities and understanding how these affect career advancement, job satisfaction and work-life balance might engender more nuanced and inclusive policies. For example, difficulties in the IT industry for a single young woman can be quite different to those of an older, married woman with dependents. Organizations that take into account these intersecting factors are better positioned to devise targeted and effective strategies for different populations of women. Last but not least, future studies are needed to explore the influence of leadership styles and organizational culture on female employee engagement. This study hints at the significance of inclusivity and supportive workplace environments, but subsequent studies could outline how exactly certain leadership approaches (e.g., transformational, authentic) may further impact women's career advancement. Exploring how leadership may shape inclusivity and job satisfaction could offer important insights in designing training programs and leadership models to empower women in the workplace (Asl & Naderi, 2016).

As a final point, it may be said that there is extensive opportunity for future interpretation. Future research can further develop the findings of this research by finding ways to create a more inclusive, equitable, and supportive environment for women in the IT sector and beyond through expanding geographic and sectoral scope, conducting longitudinal studies, addressing intersectionality, and investigating the role of leadership.

Summary of Findings

That study about women in the Thiruvananthapuram IT sector presents crucial factors that influence the engagement of female employees. In fact, workplace inclusivity turned out to be a major predictor of career progression, explaining 45.5% of the variance in opportunities. This underscores the importance of organizations promoting more inclusive cultures through mentorship programs, gender bias training, and open conversations. Initiatives like these help to break down barriers for women and create more access to leadership opportunities, leading to a workforce that is both more diverse and more innovative. These revelations undeniably speak to the importance of not only the moral responsibility to promote diversity, but also the fact that inclusion can be a competitive advantage in an industry that is rapidly evolving.

By modeling transparent earning potentials, outlining career advancements opportunities, and putting systems in place for consistent feedback, as well as recognition, organizations can increase job satisfaction. Such moves not only bolster staff morale but also increase retention and productivity. Workplace inclusivity also had a notable impact on work-life balance, accounting for 41.6% variance in the study. Wholly-flexible work arrangements, remote work options and childcare support in particular can help all employees to balance their personal and professional obligations, alleviating workplace stress and burnout. However, the study indicated that work-life balance does not mediate the relationship between job satisfaction and career progress, highlighting the need for organisations to address these themes independently to build a more comprehensive supportive ecosystem.

Unlike some of the other studies, there is broader societal and policy implications in this study. This could be through taxation and grant policies, bias towards companies with initiatives for gender inclusivity or awareness campaigns on the importance of diversity and equality in the workspace. The empowerment of women in the IT sector, therefore, is not only significant for the individual women involved but also for the economy and society as a whole, as it disrupts traditional gender roles and inspires the next generation. Future studies could build on these results through geographic and sectoral comparisons, longitudinal analysis, and consideration of intersecting factors such as age and socioeconomic background. There needs to be a focus on these areas in order for organizations and policymakers to partner together to develop a more equitable, inclusive tech industry, one that will foster innovation and long-term success.

Practical Implications

This study's findings are of enormous operational importance to organizations, policymakers and stakeholders in Thiruvananthapuram's IT sector. The study sheds light on the challenges that organizations need to overcome and the opportunities that they can leverage to promote female employee engagement, laying out a pathway to develop a more fair, equitable, and productive workplace that caters to the needs of women in technology. By applying the findings from this research, organizations can foster greater employee satisfaction, increase retention rates, and ultimately drive overall success.

The importance of workplace inclusivity in creating the conditions that lead to opportunities for women to advance in their careers is one of the major practical takeaways of this study. This knowledge can be leveraged by organizations investing in mentorship programs designed to target and focus on women employees. Such initiatives provide the

guidance, sponsorship and networking opportunities necessary for women to navigate around obstacles to their careers and take on leadership roles. On top of that, organizations should hold training sessions and workshops to engender open dialogue around gender biases. Such efforts can help identify and correct for implicit biases, resulting in a fairer workplace. To the companies that can create a culture of inclusivity where all employees have the same opportunities, that lays the foundation for a more diverse leadership pipeline in the IT industry.

A further important implication for this study is that there is a positive correlation between job satisfaction and career growth. With employee motivation and engagement having a direct correlation with job satisfaction, organizations must prioritize initiatives that promote job satisfaction. This can be done by establishing a transparent talent grid that provides employees with clarity on their growth opportunities. Having regular performance evaluations would encourage female employees and help them plan their work better, if it's tied down with structured feedback processes and merit-based promotions, the women workforce would feel more fulfilled in the job. Moreover, companies need to provide reward systems and recognize the efforts of women in IT. Such acknowledgement creates a sense of belonging and worth, translating into improved motivation and productivity.

The work pointed to this shift time to time can increase employee and organizational wellness. Providing solutions Organizations can help support work-life balance by providing flexible work arrangements, opportunities to work remotely, and childcare support services. Access to on-site daycare facilities, parental leave policies, and mental health resources can help mitigate work-life conflicts for female employees. In addition, organizations can implement support groups for working mothers, wellness programs, and employee assistance programs to encourage a more comprehensive and supportive work environment. Implementing such policies, organizations can mitigate burnout and improve job satisfaction that will lead to higher engagement and productivity.

Nonetheless, despite the importance of work-life balance, the relationship that it has with job satisfaction, and career advancement is not direct as the study suggests. This implies that organizations must focus on creating job satisfaction and development opportunities in their own right, rather than expecting to do everything through the lens of work-life balance initiatives. If a workplace culture is systematic, it creates a great impact on the employee morale and career growth by focusing on diversity, equity, and inclusivity. Corporations must weave these values into their code of conduct and follow through at all strata of the hierarchy.

Keywords: ICT, IT, gender equality, stereotyping, perception, work environment, IT Competitiveness templates
Introduction: The gradual increase in women's participation in the labour market, encourage more women being part of the IT industry, which in turn will potentially increase equality and help close the gender gap in society over time. These findings can help inform policymakers to structure and implement policies that can motivate organizations to adopt inclusive hiring practices, leadership development programs for women, and diversity metrics. Moreover, policymakers may incentivize companies that show signs of investment in gender inclusivity with tax breaks or support for diversity programs. Such collaboration between government and industry could also lead to awareness campaigns that highlight the critical need for workplace inclusivity and gender equality, providing supporting evidence of the need for systemic change.

Outside of office policy, this research can have larger implications for society. Women empowerment in the IT industry is a way to go towards the social revolution to break the classic role of gender and inspire the coming generation of women to choose their career in technology. By creating an environment where women are empowered to take ownership, innovate, and lead, organizations not only benefit from the competitive advantage of a diverse workforce, they also help drive growth in the communities in which they operate. That can deliver the double bottom line of more opportunity and more economic growth, since progress for women into the economy generates high productivity gains and prosperous companies.

As a conclusive statement, the implications of this study has a lot more practical relevance than just the day-to-day office. Hence, I hope this study's suggestions will help IT firms in Thiruvananthapuram develop an environment that attracts women's career growth while promoting job satisfaction and a healthy work-life balance. These findings can help inform policies by policymakers to promote gender diversity, and give society a more skilled and balanced workforce to the benefit of the economy. The outcomes of this study are ultimately used as groundwork for advancing real change in the IT sector so that women may have the same working opportunities.

Conclusion

This detailed perspective on the multifaceted dynamics of female entrepreneurship in I.T. industry across Thiruvananthapuram offers great insights, perhaps leading to actionable plans full of opportunities and challenges for the I.T. sector in I.T. city. The most critical determinant for career advancement opportunities and efficient work-life

balance was workplace inclusion, underscoring the significance of diversity and inclusion for organizations. The study indicated that one of the strongest determinants of work-life balance and productivity is job satisfaction. To our surprise, the relationship between job satisfaction and job performance was not mediated by work-life balance, indicating that job satisfaction directly, and independently, impacts these two areas central to work. The findings have wide-ranging implications. They point to a set of necessities for the I.T. firms in Thiruvananthapuram to implement an inclusive workplace culture that embraces diversity and gender equity. Work-life balance and employment opportunities can also be reinforced, by enhancing job satisfaction level among female employees. Aligning these factors will help organizations create an environment that encourages working women to leverage opportunities in their careers, and is conducive to a healthy work-life balance. Though they are crucial for the workplace to presumably come as the I.T. industry continues to evolve, they are paramount for gender diversity and inclusion. The potential gain from prioritizing these elements not only fosters organizations that contribute to the advancement of gender equality but also benefit from a more engaged, satisfied and motivated workforce can ultimately improve and definitely sharpen its competitive edge in the industry. This study is an important chapter in the journey undertaken by Thiruvananthapuram towards the process of women empowerment in the I.T. sector and offers practical ideas for an inclusive, equitable and prosperous workplace.

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