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Research Article

Psychology of Work-Life Integration Covid 19

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Psychological Well-Being: An Empirical Study of Indian Industry on Work-Life Integration During Covid 19

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Abstract: Minimizing the effects of COVID-19 is one of the world's highest priorities, and India is taking essential measures to curb the outbreak. Many businesses promoted social distancing through the announcement of compulsory work-from-home. In this backdrop, Remote Work has become a significant model mainly to retain talent and attrition. The present study analyses whether work-life integration and work-life satisfaction are related to psychological well-being. Research hypotheses are formulated based on the investigation of the literature review. This data was collected in India during July and October 2020 while the Covid pandemic was coming down to normal. The survey was aimed at people who work in Indian-based companies. Workers received an electronic version of the questionnaire, and organizations received e-mail requests. The decision was made to use the comfort sampling method. During the pandemic, a sample of 400 employees from the Information Technology industry in the cities of Hyderabad and Bangalore, India. Work-Life integration leading to Psychological Well-being were analyzed considering the role of work-life satisfaction as a mediator. This research focuses on job and life satisfaction, showing the mechanisms that help workers in remote working conditions stay mentally healthy during a pandemic. This mediation study revealed that Work-life satisfaction has an optimistic and robust relationship with psychological health, with this relationship being influenced by work satisfaction and life satisfaction among the Indian IT companies surveyed. These studies' findings suggest that a successful work-from-home community is built on a foundation of work-life integration based on contentment. The research findings are that positive work-life integration contributes to employees' positive levels of psychological well-being. We found that the higher the job and life satisfaction, the better the psychological well-being. Since the current study is a cross-sectional analysis, there are some restrictions on how long the investigation can last. Longitudinal research should be conducted to improve the results of the studies.

Keywords: COVID-19; Job satisfaction; Life satisfaction; Work-life` Integration; Psychological well-being

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1.   INTRODUCTION

Digital working companies have been forced to close their workplaces due to the ongoing COVID-19 pandemic, and working remotely has taken centre stage. It is predicted to alter how people function in the coming years drastically. Minimizing the effects of COVID-19 is one of the world's highest priorities, and India is taking essential measures to curb the outbreak. Many businesses promoted social distancing through the announcement of compulsory work-from-home. A considerable business risk occurred when workers were asked to leave home due to a lack of supportive facilities to operate from home on a broad scale, without assistance for children or caregivers.[1] The use of smart technologies that make remote operations simpler for employees.[2] However, work-life balancing has become a challenge whether a worker is with or without family. Some people will have tension after a pandemic, while others will recognize their inner strengths. This means that employees would face many problems that could have an adverse effect on their psychological well-being.[3] The current COVID-19 situation has had a far-reaching impact on people's economic, political, and social activities around the world .[4] COVID-19 is identified as an intractable issue in the classification of crises[5]. In light of the COVID-19 crisis, communities everywhere have implemented safety precautions involving quarantines and restricted movement. A lockdown is a strategy implemented in times of emergency that prevents people from leaving their designated areas except to seek out food and water. The purpose of a lockdown is to separate the people diagnosed with an infectious disease from others.[6] This work is an addition to the existing knowledge on WFH (Work from Home) by investigating its effects on workers during and after the present epidemic. WFH on such a scale had occurred for the first time in world history, and the lessons learned during the pandemic are very useful. However, the pandemic's scope and speed of WFH represent the greatest shock to the design of any relevant organizations.[7] Further, working remotely is a choice before Covid, and the WFH has become a compulsion now.[8] Independent working, intrinsic motivation, and organizational abilities are crucial personal aspects for the successful application of WFH[9]. During the pandemic, because not all employees possessed the skill mentioned above sets, they were suddenly forced to WFH.[9]

1.1.   Theoretical background

The business environment of today is notoriously demanding. Cultures in the workplace can vary greatly from one organization to the next. The deadlines that are in place today are getting even more stringent, and it is an individual's responsibility to both achieving the deadline and delivering high-quality work. As a result of the stress caused by their profession, maintaining a healthy family life becomes incredibly challenging. It's harder than ever to separate one's job life from one's life.[10]As a result, people's motivation has been dwindling, and they've been missing deadlines more frequently, which might add to their already-existing sense of unease.

1.2.   Work from Home

There are two competing outcomes of working from home.[11]first, and it offers advantages like work-life balance, flexibility, job satisfaction, and employee engagement; workers can focus on their interests outside of work and make progress in their careers and personal lives that would

otherwise be impossible. It is possible to reduce expenses like office, utilities, insurance, and office supplies by working from home. Travel time to and from the office can be reduced as a result ". [12] It has been argued that "work-life balance can make a big impact in an individual's life and considerably affect society".[13] When workers have a good work-life balance, it improves their health. Anxiety levels plummet to a healthy minimum. Self-actualization occurs when people find fulfilment in their life and work, increasing their happiness levels. Social commitments need more time and energy, vital for a fulfilled existence.[13] Interference of work with home, lack of sufficient communication, feeling lonely and delaying the work are the four most difficult things about working from home.[14]

1.3.   Work from home and employee Psychological Effects

The employees must work very differently during this pandemic, for which they must prepare and train. Typically, employees would go about their day by collaborating with their team, holding meetings, and making phone calls to clients. But now that working from home is the norm, professional and private life have blurred. Moreover, as more and more schools are forced to close, the line between home and work may overlap for all employees who are adjusting to working away from their offices. With fewer people watching their children, working parents may need help balancing work and personal tasks.[15] Therefore, employee well-being is the quality of work life; workplace interventions impact employee well-being; and employee well-being is concerned with employees' mental, physical, and emotional health.[16] The World Health Organization (2020)[17] defined employee well-being broadly, describing it as a condition in which each worker has insight into their potential to cope with the stresses of daily work, performs effectively on the job, and makes a positive impact in the community. Results from previous studies on the mental and physical effects of working remotely are inconclusive.[18,19] Some findings showed that working from home has physiological benefits, such as lower blood pressure compared to office work.[20] Nonetheless, one's incapacity to emotionally detach from work may undermine this advantages[21]. It also stresses the importance of distinguishing between mental and actual absences from work when trying to overcome psychological distancing. Keeping your mind off work when you're always reachable is a greater challenge.[22] Stress and negative effects on well-being might increase if one never gets a break from work, either physically or virtually.[23] This is corroborated by the findings of two other studies [24,25] that indicated a lack of psychological separation from work was linked to the quality of sleep and a moody day. However, remote labour has been shown to enhance emotions of loneliness and isolation.[26] However, it is noted that workers need to interact with one another to avoid feelings of loneliness.[27] The lack of face-to-face or personal communication may further affect the employees' emotional and mental health. The danger of isolation can be avoided with open lines of contact and modern means of connection.[28,29] Therefore, the primary focus of this study is on the psychological health indicator.

1.4.   Integration of work and life

Integration of work and life is characterized as balancing work, family, and personal time demands. When a remote worker cannot sign off after working hours, work-life will overlap with non-work life. Two different views are discussed about the

confluence of work-life roles: one is that the convergence of the work-life roles is conflict-oriented, and the other views it as collaborative. The convergence of both realms is an excellent way to have a positive overflow on work. To begin with the first viewpoint, many argue that people who work remotely work longer hours and have more stressful work than those who work in traditional office settings.[30] As a result, more pressure and more working hours. This leads to emotional fatigue, which is detrimental to one's mental health.[31,32] Second viewpoint, on the other hand, gives value to flexibility by helping them to combine office and home settings and leading to more value for their time working at home itself.[33] This leads to a more holistic approach by combining work experiences with their personal experiences and vice versa by working from home.

1.5. Indian Context

Few studies have been conducted on the mental health effects of COVID-19 and lockdown in the Indian context. Either the impact of the epidemic on individual employees, such as healthcare workers[34] and pharmacy students[35], or the perceived need for mental health care, have been the primary foci of these investigations.[36] IT employees have been shown to have greater rates of mental comorbidity, substance use, and suicidality than members of the general population and most other professions.[37,38] Individuals with a history of mental illness. The psychological impact of the epidemic increases the risk that preexisting vulnerabilities may intensify. Similarly, IT employees with prior chronic diseases have suffered more during this pandemic.[39] It has been found that employees benefit from engaging in preventative behaviours like regular exercise, engaging in hobbies they enjoy, surrounding themselves with trustworthy friends and family members, and having a strong social support network .[40,41] Care for COVID-19 is hampered by the prevalence of mental health problems among employees, which in turn reduces competency, motivation, and resilience.[42] Long-term effects on mental health from occupational stress are also possible.[43] To address this, the Government of Karnataka has launched a programme to provide mental health support to healthcare workers. Few Indian studies have sample sizes of less than 500 and are limited to a specific number of Organisations[44-46]. It was also deemed important to assess the prevalence of mental health problems as part of the programme. The Indian economy was only operating at 49-57% capacity, and both employers and employees worried about their respective organizations' future, job security, and productivity.[47] The cultural and commercial peculiarities that define Indianness make the Indian context special. For instance, stress the importance of the Karma Yoga concept, which states that our actions determine the course of our own life. In the Indian belief system, labour is a form of devotion; thus, for practitioners of Karma Yoga, there is little distinction between the two concepts.[48] Furthermore, as pointed out [49], the Vedantic theory of dharma has significantly impacted Indian culture (virtue). Dharma's influence, which represents the prioritization of the common good (lokasangraha) over individual gain, is also visible in Indian economic contexts. Due to the meteoric rise of sectors like IT, medicine, and telecom, India is quickly becoming a global powerhouse in the business world. A growing number of multinational businesses have set up shop there. [50,51] By 2030, India is going to be the world power[52]. However, little is known about the effects of human resource management methods in the Indian context.[51a] This research is necessary and timely in the COVID-19 setting since India is a multifaceted and rapidly developing country.[53] The current study examines the impact of COVID-19-induced personal and job stressors on employee distress and performance. During the subsequent lockdown, the researcher assesses how much these stresses and employees' work output have affected their overall happiness and the need to have work-life integration to have the employee's psychological well-being.

1.6. Theoretical framework and hypothesis development

For individuals who choose to work from home, the requirement for work-life balance has prompted a conversation about the significance of maintaining both physical and mental health.[54] How Work-life integration through Job satisfaction and Life satisfaction will lead to the psychological well-being of the employees is given (Fig. 1). The conceptual model is shown. (Fig. 1)
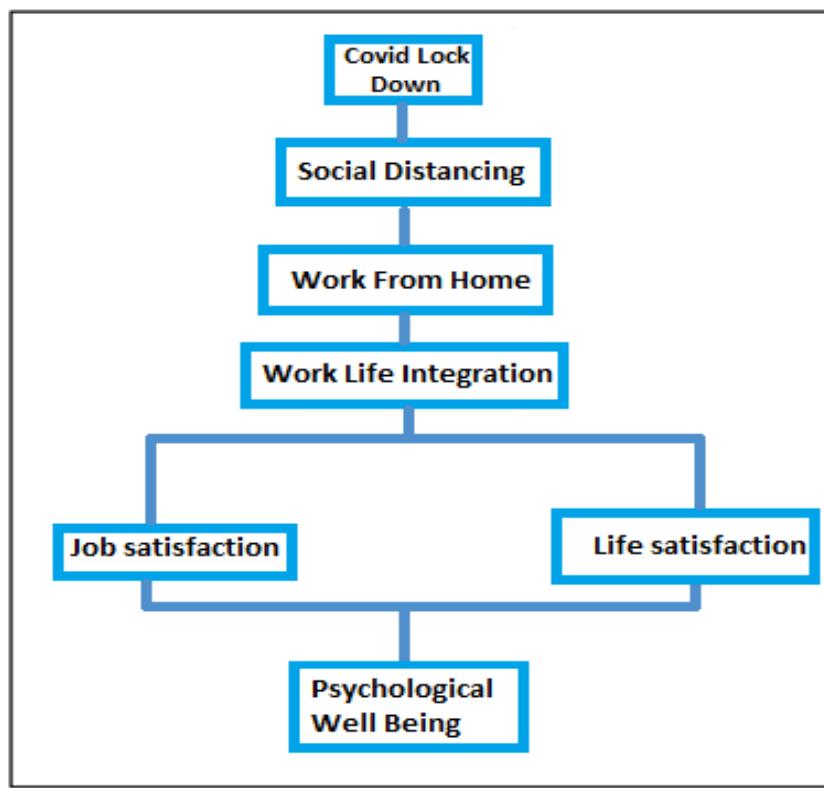
Fig 1: Theoretical Framework

1. *The first hypothesis (H1) is that Employees' perceptions of work-life integration positively impact their psychological well-being.*

"The sensation of never being away from work, or of being mentally and digitally disconnected from it, can lead to an increase in stress, which can have long-term negative consequences for one's health". [12a]As a result, the psychological well-being component is the main focus of this study.

2. *Hypothesis 2 (H2): Life satisfaction and job satisfaction, together expressed as Employee Satisfaction, act as a mediator of WLI and psychological well-being.*

Employee employment and personal satisfaction contribute to a healthy work-life balance.

- ***Life satisfaction***

Life satisfaction is an individual's subjective judgement of their feelings, thoughts, and deeds, ranging from positive to negative.[54] Life satisfaction is a worldwide measure of a person's quality of life based on performance standards.[55] As a result, a second partial hypothesis was established, based on the assumption that:

3. *Consistent with H2a, life satisfaction mediates the link between WLI and mental health (H2a)*

- ***Job satisfaction***

This is described as an employee's positive emotional state due to their professional expertise or the Degree of happiness with their job. We generally define job satisfaction as "a system that forms and aggregates satisfaction with various aspects of

work". Being happy at work and in job-related activities indicates psychological health. Work satisfaction remains a popular research topic because of its relevance to businesses' success and workforces. [16a] In contrast, studies on social isolation and COVID stress indicated that such conditions negatively impact distant workers' happiness levels with their jobs. Being happy at work is an ever-changing concept that many factors can influence. Because of this, employee happiness is crucial to the smooth running of today's businesses.

- ***Job satisfaction mediates the relationship between WLI and psychological well-being, according to hypothesis H2b (H2b).***

This study, in brief, employs a parallel mediation model incorporating the roles of life and work satisfaction to find out how psychological well-being depends on work-life integration.

2. MATERIALS AND METHODS

1.7. Sample size

As the size of the target population was unknown, the present empirical analysis used the following formula to come up with a good estimate of the required size of the sample to draw valid conclusions: [56]

$$n_0 = \frac{Z^2 pq}{e^2}$$

Where: Z- from Z table, p =population estimated proportion with the attribute in question,e =the margin of error,q is 1 − p. At the maximum variability of 50% (P=0.5) and confidence

level of 95%, the sample size of >384 people or 400 respondents is considered.

1.8. Instrumentation

Variables and scales were selected for this research after thoroughly examining the relevant literature. For each topic, the respondent is asked to select one of five possible responses on a Likert scale, with one representing a strong disapproval and five a strong approval. Researchers believe this measure is useful for gauging employees' opinions.[57] The analysis uses instruments that have been tried and used in earlier studies. Employees' work-life integration was assessed using a five-variable scale called the Work-Life Integration scale. "I feel like job pressures are much higher when I am working remotely," for example. "Working from home takes up much time that I would rather spend with my family," says one employee, "but I can change my working hours to deal with family emergencies as they arise." The variables on the scale are based on Grant et al. scale. [58] Life satisfaction contained five elements: "In most ways, my life is close to my ideal", "The conditions of my life are excellent, I am satisfied with my life", "So far, I have gotten the important things I want in life", "If I could live my life over, I would change almost nothing"; based on Diener et al. (1985). The variable job satisfaction has four elements: "I am satisfied with my position in the team", "My work is satisfactory", "My job in my organization makes me happier"... These variables were used based on a research instrument developed by Jiang et al.[59] The dependent variable "psychological well-being" included the following elements: "I like most aspects of my personality." "When I look back on my life, I am delighted with how things have turned out so far." "I am adept at handling everyday responsibilities." This variable was created using a research instrument developed by Ryff and Keyes.[60] A collinearity analysis was performed to ensure that the research was free of traditional bias. Any of the analyzed variable indicators' Variance Inflation Factor (VIF) value did not exceed 2, ruling out the possibility of traditional process bias.[61] A cross-sectional online poll was used to learn more about how the COVID-19 epidemic has affected those working in the Indian IT service sector.

1.9. Methods

This study uses a Google Form-based online questionnaire to collect primary data. There are three sections to the questionnaire. The first part is an explanation of the purpose of the research, instructions for completing the questionnaire, and an invitation to participate voluntarily in the study. Next, respondents are asked to provide several demographic questions about themselves, the type of organization they

work for, etc., in the middle part. The final component consists of questions about the respondent's mental health, Work Happiness, Home happiness and Work-life integration. There are a total of 19 questions in the questionnaire. A five-point scale (where 1 strongly disagrees and 5 strongly agrees used to evaluate the responses.

1.10. Procedure

This data was collected in India during July and October 2020 while the Covid pandemic was decreasing to normal. A pilot study with 13 IT practitioners was used to evaluate the questionnaire. Several questions were modified due to the pilot study to make them more understandable to the respondents. Employees in the IT industry were given the questionnaire. The survey was aimed at people who work in Indian-based companies. The questionnaire was kept in google docs. Considering the costs and difficulties associated with probability sampling, comfort sampling is used in research, according to the literature.[62] The data was used for research purposes with the agreement of all participants. Their responses were kept confidential and anonymous and were entered into Google Docs. The statistical analysis was performed using RStudio.[63]

1.11. Ethical approval

All participants were given a thorough explanation through mail about the study's objectives and allowed to give their informed permission voluntarily. Privacy was maintained in keeping participants' identities. All procedures used on human participants complied with or were otherwise in conformity with the ethical standards laid out in the 1964 Helsinki declaration and any subsequent changes to it. This survey was conducted, and the results were published in the Internet E-Surveys guidelines. The present study relied on an online questionnaire through google docs sent to the IT employees of India.

1.12. Sample Profile

The demographic profile of the responders is displayed (Table 1). The majority of those who responded were men (77.3 per cent). This is based on employee data from the Indian IT industry. The respondents' average working experience in the industry is 11 years (min 2 years, max 42 years), and above 55% of the sample have a master's Degree. Most respondents (63per cent) work in a specialist position, with 16% working as managers and 9% as executives (Table 1). Every individual who responded to the survey performed in the Information Technology industry.

Table 1: Respondents' Socio-Demographics			
Population variable	**Characteristics of the Population**	**N**	**Percent**
Gender	Female	162	40.5
	Male	238	59.5
Education	Master's Degree or higher	241	54
	Bachelor/Professional Degree	112	36
	Below Graduation	40	10
Position	Director	44	09
	Manager	66	16
	Specialist	276	62.7
	Assistant	14	7.3
Company size	>250	196	48.6

<250		94	24.1
<100		83	20.5
<50		27	6.8

1.13. Tension and Anxiety Caused by the Job

In the WFH setting, even the simplest tasks that would have been trivial in a physical workplace setting became difficult. This was because there was a greater demand for workers to coordinate and sync their efforts. On top of that, those who took part said they could stand up and move around during meetings held in the workplace. Instead of taking breaks between online meetings, participants go on to the next one.

1.14. Concerns about the future

The future is a major source of anxiety for workers in the IT sector. Most operations had halted owing to the lockdown. Therefore, those working in this field could only accomplish much useful work from home. But they were worried about the economy, industry, company, and employment after the ban was overturned. This indicated that they would feel twice as stressed after the lockdown was lifted.

1.15. Stressors outside of the job

All IT employees, in general, were affected by pressures outside of work, such as worries about the present and the future. A rising number of cases and fatalities were reported from different parts of the world, leading to widespread panic and uncertainty regarding the COVID-19 virus. Additionally, domestic aid for home tasks was a critical support structure that was unavailable during this time. Most Indian households in the middle and upper classes, which rely primarily on housemaids, struggled to get household tasks done. There was

an increase in overall employee stress due to these factors that were unrelated to employment.

1.16. Dissolving boundaries

The line between work and personal life has become more porous for those working in the technology-enabled IT service industry. Since workers could stay in touch via their electronic devices, work hours frequently ran into the wee hours of the morning or the dark of night. Staff members were under pressure since they were constantly linked or "supposed to be connected."[64] The vast majority spent the entire day on the phone, in an online meeting, or training. Some respondents even claimed to be online constantly. Workers who had to support a family with two incomes struggled to do their jobs well.

2. RESULTS AND DISCUSSION

2.1. Fundamental analysis

2.1.1. Variance in Popular Methods

The data is collected using the self-reporting system. So to eliminate the process bias, a Single factor test was used. The single-factor test results for canonical correlation and factor analysis (Harman's CFA) are shown (Table 2). The model's poor performance was expected. As confirmation of the hypothesized model's superiority, three competing models were tested and found to need to be more accurate. The analysis (Table 2) shows that the effect of the commonplace process bias was minimal in this investigation.

Table 2. Variance in different designs							
Design	X^2	**df**	$X^{2/df}$	ΔX^2	Δdf	**CFI**	**RMSEA**
Design with four factors (Hypothesized model)	250	112	2.209			0.929	0.063
One-factor design: (Alternative model 1)	1235	219	5.426	984	106	0.512	0.197
Two-factor design : (Alternative model 2)	697	108	5.981	446	5	0.740	0.141
Three-factor design: (Alternative model 3)	432	106	3.800	181	3	0.851	0.103

The Degree of freedom (df), the root means a square error of approximation (RMSEA), and the comparative fit index (CFI) are all used to compare alternative models to the hypothesized model. For example, MacKenzie (2005) calls psychological health a dependent variable.

2.1.2. Estimation of the Measurement Model

The hypothesized model was thoroughly examined before moving to the next step (Table 3). First, the structure of the factors was verified and validated using confirmatory factor analysis [CFA]. Then, before moving on to the next step, the model fit was tested again. CFI=0.931, CMIN/DF = 2.211, TLI = 0.919 and RMSEA = 0.064 were the final measurement model indices, indicating a good match. (Table 3).

Table 3. Final Fit indices of the design		
Fit Index	**Criteria Recommended**	**Results**
CFI	0.9	0.931
RMSEA	<0.8	0.064
CMIN/DF	<5	2.211
TLI	0.9	0.919

Note: Comparative Fit Index (CFI), Root Mean Square Error of Approximation (RMSEA), Minimum of Difference/Degrees of Freedom (CMIN/DF), and Tucker-Lewis Index (TLI). During the investigation, no issues with convergent or discriminant validity were found. The composite reliability was assessed, and all results were higher than the recommended standard of 0.70. CFA is shown (Table 4).

	Table 4: Shows the relationships between the constructs				
	Construct elements	**p-Value**	**Estimate**	**SE**	**Z value**
JS	"I am satisfied with my position in the team."	<0.001	0.817	0.0573	14.92
	"My work is satisfactory."	<0.001	0.649	0.0808	8.08
	"My job in my organization makes me happier."	<0.001	0.749	0.0571	13.07
	"I find it easy to concentrate on work while working from home."	<0.001	0.709	0.0838	8.26
LS	"In most ways, my life is close to my ideal."	<0.001	0.745	0.0488	15.05
	"The conditions of my life are excellent	<0.001	0.757	0.0547	13.69
	"I am satisfied with my life."	<0.001	0.802	0.0562	14.01
	"Now I'm able to manage work and home easily."	<0.001	0.917	0.0562	16.10
	"If I could live my life over, I would change almost nothing."	<0.001	0.602	0.0740	8.07
PW	"I like most aspects of my personality."	<0.001	0.817	0.0558	14.64
	"When I look back on my life, I am delighted with how things have turned out so far."	<0.001	0.562	0.0579	9.69
	"I am adept at handling everyday responsibilities."	<0.001	0.775	0.0534	14.34
	"I feel like job pressures are much higher when I am working remotely,"	<0.001	0.828	0.0527	15.49
	"Working from home takes up much time that I would rather spend with my family,"	<0.001	0.928	0.0562	16.32
WLI	"Work from home helps in maintaining a balance between work and household chores."	<0.001	0.976	0.0559	17.23
	"but I can change my working hours to deal with family emergencies as they arise."	<0.001	0.851	0.0507	16.54
	"I find it easy to concentrate on work while working from home."	<0.001	0.847	0.0615	13.62

Table 5: Consideration of the Stability of Variables			
Construct elements	**Cronbach's Alpha**	**Average Variance**	**Composite reliability**
Job Satisfaction	0.740	0.7425	0.886
Life Satisfaction	0.844	0.607	0.883
Psychological Well-being	0.810	0.532	0.769
Work-Life Integration	0.925	0.806	0.943

Cronbach's alpha should not be < 0.7 to be considered acceptable. The values are higher, meaning there is internal consistency and accuracy (Table 5). CR (composite reliability) is used to measure convergent reliability. The recommended standard is 0.70 (table 5). We can see that all results were higher than the recommended standard.[65] To have adequate convergent validity, AVE should not be less than 0.5.[65]The

discriminant validity statistics for the constructs and the squared correlation, and the AVE between constructs was compared. It found that the prerequisites for the design in testing were met (Table 5). The presented results were significantly higher than the cut-off value, indicating that the constructs were internally accurate, reliable, and convergently valid.

2.1.3. Relationship among the Study Variables

Table 6: The results of the correlation analysis						
		AVE	1	2	3	4
1	Job satisfaction	0.733	**0.851***			
2	Life satisfaction	0.607	0.178	**0.769***		
3	Psychological well-being	0.522	0.349	0.333	**0.719***	
4	Work-life integration	0.806	0.306	0.426	0.322	**0.887***

The results of the correlation study between the variables studied. The findings revealed positive and essential associations between job satisfaction, life satisfaction, work-life integration, and employee well-being, implying that further data analysis is possible. (Table 6)

2.2. Process protocol.

The study was conducted using the R study programme. For advanced analysis, the PROCESS macro enables the calculation of direct, indirect, and total effect estimators and evaluates their relationships. PROCESS can be used to generate

bootstrapped confidence intervals to avoid calculation errors. The test is statistically accurate if the confidence intervals are more than zero. Ten thousand bootstrap samples were used in the bootstrapping process. This approach was used to indirectly investigate the effects of life and job satisfaction as mediators of the relationship between WLI and psychological well-being. The study of 95 percent confidence intervals (CI) was used as a statistical significance test. The mediation result has no statistical significance, as the interval between high and low ULCI and LLCI is zero (Table 7). So partial mediation has been seen in the present study.

2.3. Correlation of Variables

	JS	LS	PW	WLI	Size of the organization	Respondents Position	Respondents Education	Respondents Gender	Respondents Experience
Table 7: Pearson coefficient of correlation									
Job Satisfaction	--								
Life Satisfaction	0.178 **	--							
PW	0.349 ***	0.333 ***	--						
WLI	0.306 ***	0.426 ***	0.322 ***	--					
Size of the Organization of the participants in the study	-0.142 *	0.017	-0.117	-0.022	--				
level of the participants in the study	0.212 ***	0.087	0.382 ***	0.157 *	-0.309 ***	--			
Education of the participants in the study	-0.059	-0.052	0.044	0.064	0.088	0.117	--		
Gender of the sample in the study	0.126 *	0.001	0.006	-0.007	-0.005	-0.029	0.044	--	
Experience of the sample Respondents in the study	0.004	-0.052	0.215 ***	-0.011	-0.138 *	0.709 *	0.144 *	-0.082	--

*$p<0.05$, ** $p<0.01$, *** $p<0.001$*

2.4. Testing of the Hypotheses

Based on linear regression analysis, empirical testing of H1 (WLI positively affects psychological well-being) suggests that WLI positively impacts psychological well-being. ($R^2 = 0.11$) and clarified 11 percent of the variance. (Table 7). The analysis of mediation is summarised in Table 7. The overall effect remained statistically significant when the WLI variable (X) had a lower value when it is controlled as the mediation effect: ULCI = 0.306; LLCI = 0.007; $\beta yx.m$ = 0.157; ULCI = 0.306; LLCI = 0.007; ULCI = 0.306; LLCI = 0.007; ULCI 9 percent of the difference in work satisfaction can be explained by the model. An important finding emerged from the X's incidental to absolute result ratio given below. (Table 8) Y: β= (LLCI = 0.282) (ULCI = 0.958) = (0.534)

Table 8: Links of work-life integration and Psychological well-being via Job Satisfaction and Life Satisfaction (95% Confidence Interval)					
Total effect (β yx): Work-life integration (X) on Psychological well-being (Y)					
0.357 F_p=27.081 *** R^2=0.100	**SE** -0.060	**p**<0.001	**t** -5.204	**ULCI** -0.505	**LLCI** -0.217
Direct effect Work-life integration (X) Psychological well-being (Y)					
0.167	**SE** -0.075	**p**<0.028	**t** -2.201	**ULCI** -0.316	**LLCI** -0.017
Indirect effect (β yx.m): Work-life integration (X) on Psychological Well-being (Y)through the mediating variation (M)					
Job satisfaction					
0.081	**SE** -0.029			**ULCI** -0.163	**LLCI** -0.042
Life satisfaction					
0.108	**SE** -0.039			**ULCI** -0.204	**LLCI** -0.045

*The bootstrap confidence intervals to correct the bias should be a sample of 10,000. For all confidence intervals in the performance, the confidence level is 95%. *** $p<0.001$ N=400. The overall effect of WLI on psychological health was substantial (total = 0.357, SE = 0.060, p <0.001).*
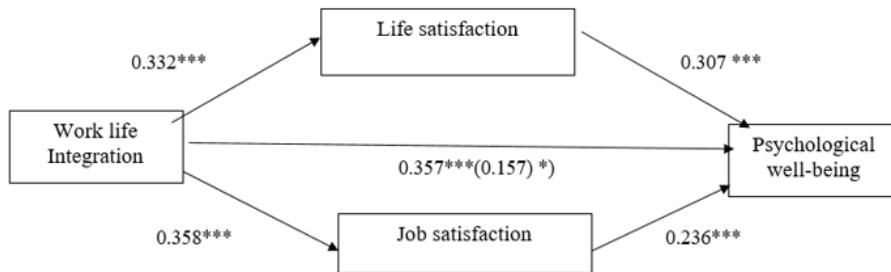
Fig 1. Relation between WLI and PW

2.4.1. Model of parallel mediation (n=400)

Work-life integration has indirect effects on psychological well-being through life satisfaction and job satisfaction. Estimates of standardized effects are given. The path from Lifework integration depicts the direct and indirect effects of the path from Work-life integration to psychological well-being. (total effect). ***p0.001, *p=0.018(Table 8). Life satisfaction and job satisfaction have a ratio of = 0.286; ULCI = 0.589: LLCI = 0.112 and = 0.238: ULCI = 0.510: LLCI = 0.108, respectively, to the overall impact (Table 8). Parallel mediation research revealed that WLI is related to psychological well-being indirectly through its association with job and life satisfaction. The results of this study's research indicate that life and job satisfaction have a role in the favourable association between WLI and psychological well-being. Since WLI has a beneficial impact on psychological health verification, the findings above are consistent with H1. Additionally, the mediation results are consistent with the H2 hypothesis (work-life satisfaction mediates the relationship between WLI and Psychological well-being). The partial hypotheses H2a (life satisfaction mediates the relationship between WLI and psychological well-being) and H2b (job satisfaction mediates the relationship between WLI and psychological well-being) has been partially supported by personal studies that have shown the significance of organizational satisfaction in influencing psychological well-being.

3. DELIBERATION AND CONCLUDING REMARKS

The mediation study revealed that WLI has an optimistic and robust relationship with psychological health, with this relationship being influenced by work satisfaction and life satisfaction among the Indian IT companies surveyed. The hypotheses were confirmed, and it was discovered that WLI positively affects work satisfaction and life satisfaction. Positive WLI, as per the present study, stimulates perceived psychological well-being through mediated effects of Work-life satisfaction. As a result, managers must ensure that positive employee interaction and an environment of confidence are fostered. According to this report, employee well-being is influenced by work and life satisfaction. As a result, the higher the job and life satisfaction, the better the psychological well-being. To summarize, work-life satisfaction is the primary driver of psychological well-being among the surveyed employees. In addition, the importance of WLI grows in the work-life balance brought up by remote working. The changes brought about by geographical dispersion resulting from

remote working necessitate the promotion of worker confidence. This is consistent with "confidence significantly affects satisfaction in virtual teams".[62] Workers' mental health research is becoming essential in the wake of the COVID-19 pandemic. Maintaining healthy relationships at a remote workplace is important as they effect employees' well-being. Suppose the managers are aware of the factors that contribute to job and life satisfaction and mental well-being. In that case, they can create realistic measures to create a pleasant working environment.[66] These studies emphasize the importance of integrating work and life in developing psychological well-being. Furthermore, they emphasize the importance of providing virtual space for creating and sustaining social relationships over long distances. This research focuses on job and life satisfaction, showing the mechanisms that help workers in remote working conditions stay mentally healthy during a pandemic. These studies' findings suggest that a successful work-from-home community is built on a foundation of work-life integration based on contentment.

4. LIMITATIONS AND UPCOMING STUDIES

Because the current study is a cross-sectional analysis, there are some restrictions on how long the investigation can last. Longitudinal research should be conducted in the future to improve the results of the studies. Another drawback is that the research conducted in India has been geographically restricted. More nations should be included in further studies to ensure the conclusions are accurate. Another drawback is that the research was only conducted within the information technology sector. Additional research needs to be done on various other industries. In subsequent studies, the researchers ought to investigate the part that vaccines play in personnel's mental health. In light of the connections that have been shown, it is vital to study further dangers to workers' mental health.

5. AUTHORS CONTRIBUTION STATEMENT

Pujitha Josyula conceived of the presented idea. She developed the theory, conducted the data collection and performed the computations. She analysed the data and prepared the research paper. As research directors, Dr. Deepa Mohan and Dr. Shamshuddin have checked the analyses and supervised the findings of this work. All authors discussed the results and contributed to the final manuscript.

6. CONFLICT OF INTEREST

Conflict of interest declared none.

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