

# The Moderating Role of Marital Status in the Relationship between Self-Care Practices and Work–Life Balance of Women Employees in the IT Sector

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## Abstract

*This study investigates the relationship between self-care practices and work-life balance among women employees in the IT sector, with a focus on the moderating role of marital status. Data were collected from 278 respondents in Bangalore using a structured questionnaire, and the analysis was conducted through descriptive statistics, correlation, multiple linear regression, and moderation analysis using the Hayes PROCESS Macro in SPSS. Results indicate that mental, physical, and work-related self-care practices significantly enhance work-life balance. Moreover, marital status moderates these relationships, with single women benefiting more strongly from self-care practices than married women. These findings highlight the importance of tailored organizational interventions to support female employees in achieving a sustainable work-life balance.*

*Keywords: work-life balance, self-care practices, women employees, marital status, IT sector.*

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