

- reference to electronic industries in Kerala., *International Journal of Advance Research in Computer Science and Management Studies*, vol. 3, no. 2, pp. 5-12, 2019.
- Baral, R. and Bhargava, S., Work-family enrichment as a mediator between organizational interventions for work-life balance and job outcomes. *Journal of Managerial Psychology*, vol. 25, no. 3, pp. 274-300, 2010.
- Blau, F., Ferber, M. and Winkler, A., *The Economics of Women, Men, and Work* (3rd Ed.). Upper Saddle River, NJ: Prentice-Hall, 1998.
- Chong, E. and Ma, X., The influence of individual factors, supervision and work Environment on creative self-efficacy. *Creativity and Innovation Management*, vol. 19, no. 3, pp.233-247, 2010.
- De Croon, E. M., Sluiter, J. K. and Blonk, R. W. B., Stressful work, psychological job strain, and turnover: A 2-year prospective cohort study of truck drivers, *Journal of Applied Psychology*, vol. 89, no. 3, pp. 442-454, 2004.
- Desai, M., Majumdar, B., Chakraborty, T. and Ghosh, K., The second shift: working women in India, *Gender in Management: An International Journal*, vol. 26, no. 6, pp. 432-450, 2011.
- Engineering UK's Engineering Brand Monitor, <https://www.engineeringuk.com/research/engineering-brand-monitor/2019>.
- Hans Selye (1979) (1907-1982): *Founder of the stress theory*, 1979.
- Jennings, J. and McDougald, M., Work-family interface experiences and coping Strategies: Implications for entrepreneurship research and practice. *Academy of Management Review*, vol. 32, no. 3, pp.-760, 2007.
- Kelliher, C., Richardson, J., Boiarintseva, G. All of work? All of life? Reconceptualising work- life balance for the 21st century. *Human Resources Management Journal*, vol. 29, pp.97-112, 2019.
- Martins, L. L., Eddleston, K. A. and Veiga J. F., Moderators of the relationship between work- family conflict and career satisfaction, *Academy of Management Journal*, pp.399-409, 2002.
- Manyuchi, M. M., R. Rusike and Sukdeo, N., Evaluation of Work-Life Balance in Women Engineers: A Review. *4th International Conference on Industrial and Mechanical Engineering and Operations Management (IMEOM 2021), Dhaka, Bangladesh, December 26-27, 2021.*, pp. 47-58, 2021, ISSN 2691-7726.
- Md-Sidin, S., Sambasivan, M. and Ismail, I., Relationship between work-family conflict and quality of life. *Journal of Management Psychology*, vol. 25, pp. 58-81, 2008.
- Porter, S. and Ayman, R., Work flexibility as a mediator of the relationship between work-family conflict and intention to quit., *Journal of Management and Organization*, vol. 16, pp. 411-424, 2010.
- Robbins, S. P., *Essentials of organizational behavior*. 8th Edition, Pearson Education, Inc., Prentice Hall, Diamond, 2009.
- Sharma, Ekta., Work life balance index of the Indian professionals: Food for thought for the policy formulators., *Journal of Basic and Applied Research International*, vol. 15, no. 3, pp.14-23, 2016.
- Sparks, K., C. Cooper, Y. Fried, and A. Shirom., The effects of hours of work on health: A meta- analytic review, vol. 70, no. 4, pp. 391-408, 1997.
- Sullivan, O., Gender inequality in work-family balance., *Nature Human Behavior*, vol. 3, pp.201-203, 2019.
- Tausig, M. and Fenwick, R., Unbinding time: Alternate work schedules and work-life balance. *Journal of Family and Economic Issues*, vol. 22, no. 2, pp. 101-120, 2001.
- Wang, P., Lawler, J. and Shi, K., Work-family conflict, self-efficacy, job satisfaction, and gender: Evidences from Asia. *Journal of Leadership and Organizational Studies*, vol. 17, no. 3, pp. 298-308, 2010.
- Zimbabwe Institute of Engineers Strategic Document, 2021.

Biographies

Prof. Mercy Manyuchi is a Professor in Chemical and Metallurgical Engineering at the University of Johannesburg in South Africa. She holds a Doctorate Degree from Cape Peninsula University of South Africa, a Master of Science Degree from Stellenbosch University and a Bachelor of Engineering Honors Degree from Zimbabwe. Her research interests are in waste to energy technology, mining waste management, engineering management, value addition of waste biomass and renewable energy technologies.

Prof. Nita Sukdeo is an Associate Professor in Engineering Management and the Head of Department for the Department of Operations and Quality Management, in the Faculty of Engineering and the Built Environment at the University of Johannesburg. Her research interests are in engineering management.

Dr. Rusike

Dr. Ranzi Mazenge Rusike did his studies for Bachelor's Degree in Business Studies (BBS) and Masters in Business Administration (MBA) Degree with Potchefstroom University for Christian Higher Education (PU for CHE) in South Africa. He obtained his PhD in Commerce, specializing in Entrepreneurship from the University of Zimbabwe in 2012. Dr. Rusike also holds Diplomas in Commerce and Business Management Studies, Local Government Administration and is a member with the following professional bodies:- Institute of Administration and Commerce (FIAC); Zimbabwe Institute of Management (FZIM), Southern African Association of Accountants (MSAAA), Institute of People Management (MIPMZ), Certified Institute of Public Accountants (MICPA), Public Accountants and Auditors Board (MPAAB) and the Institute of Municipal Accountants of Southern Africa (MIMFO).

Dr. Mutusva

Dr. Mutusva is a renowned mathematician, with wide experience in bio maths and STASTICA and Matlab.