

Work–Life Balance in the Hospitality Industry: A Systematic Literature Review with Insights for Indore's Hospitality Sector

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Abstract

Worklife balance is considered a major concern in today's hospitality industry due to long working hours, unpredictable shifts, emotional labor, and high service standards. These challenges affect the employees' well-being, job satisfaction, staff productivity, and retention directly. The present study is an attempt to analyze thoroughly the available literature of work-life balance methods in the hotel industry with special reference to Indore, India. The strategy followed for this study was a systematic literature review (SLR) according to PRISMA criteria to identify, screen, and analyze relevant studies. In the first stage, 40 papers were retrieved from academic databases like Google Scholar and ResearchGate and peer-reviewed publications. Fifteen articles were selected for further study according to the inclusion criteria. The findings show that the major problems faced by hospitality workers are irregular working hours, excessive workload, and lack of assistance from the organization. The analysis further emphasizes the importance of human resource practices like flexible scheduling, counseling help, employee welfare programs, and supportive leadership in improving employee well-being and organizational commitment. The study also highlights the important research gaps, especially the lack of empirical studies on work-life balance practices in the hotel sector and women employees in Indore. The review shows that effective policies on work–life balance play a key role in enhancing employee satisfaction, preventing burnout, and ensuring sustained organizational performance in the hotel business. The study calls for more empirical and region-based research to develop practical and cost-effective initiatives for work–life balance in hospitality businesses.

Keywords: *Employee Well-being; Hospitality Industry; Human Resource Practices; Indore Hospitality Sector; Systematic Literature Review; Work–Life Balance*

Introduction

Work–life balance (WLB) is an essential factor in employee well-being and organizational sustainability, particularly in labor-intensive industries such as hospitality. Hotels operate around the clock, requiring employees to work long hours, respond to guest demands, and maintain high service standards, often at the expense of personal time and family responsibilities. These working conditions make it challenging for hospitality employees to maintain a healthy balance between their professional and personal lives (Hari *et al.*, 2022). Sharma (2024) reported similar findings, indicating that extended working hours and high service expectations can significantly affect employee well-being (Deery & Jago, 2015; Budhiraja *et al.*, 2022).

The rapid expansion of the hospitality industry in India has resulted in an increased demand for labor and heavier workloads. Madhya Pradesh's luxury hotel and tourism center Indore has top hotels, including Marriott, Radisson Blu, Sayaji, Sheraton, and Lemon Tree, among others. With such expansion, issues of staff well-being, job satisfaction, and WLB have heightened. The previous studies have indicated that the hospitality workers of Indore suffer from irregular schedules, emotional labor, and high work pressure, which influences their quality of life and job performance (Chaurasia & Singh, 2024; Kossek & Lautsch, 2018). As noted by BCIBMCT (2024), there are analogous concerns about employee stress and workload in hospitality organizations.

There are studies that have examined work–life balance in the hospitality industry at the global level and also in metropolitan regions of India (Knežević *et al.*, 2023). However, emerging hospitality destinations like Indore lack systematic evidence. Unique work-related challenges are faced by hospitality employees due to the rapid development of tourism infrastructure, increasing employment demands, and the proliferation of premium hotels in Indore. The present study adds to the existing literature by systematically summarizing the existing evidence on work–life balance practices and identifying the regional research gaps relevant to the hospitality industry of Indore.

In the Indian context, cities such as Indore have experienced rapid growth in tourism, hospitality infrastructure, and service-sector employment. This expansion has increased the importance of understanding employee well-being and work–life balance in hospitality organizations. However, evidence from emerging hospitality destinations remains limited compared with metropolitan cities. Therefore, this review synthesizes existing literature on work–life balance in hospitality and evaluates its implications for growing hospitality markets such as Indore (Deery & Jago, 2015; Budhiraja *et al.*, 2022).

Literature Review

Conceptual Clarification

Work–life balance, work–life harmony, and employee well-being are closely related concepts that are frequently discussed in organizational and hospitality research. Work–life balance refers to an employee's ability to manage professional responsibilities effectively while also fulfilling personal and family commitments. Work–life harmony extends this concept by emphasizing the integration of work and personal roles in a way that minimizes conflict and promotes compatibility across different life domains. Employee well-being refers to the overall physical, psychological, emotional, and social health of employees within the workplace. Although these concepts are interconnected, the present review primarily focuses on work–life balance as the central construct, while work–life harmony and employee well-being are considered important outcomes and related dimensions of effective work–life balance practices in the hospitality industry.

The Work–Life Balance

Work–life balance is defined as the degree to which individuals experience an equal level of satisfaction and engagement in their work and in their families (Greenhaus & Allen, 2011). Job characteristics, such as workload, shift structure, overtime expectations, and emotional labor, influence work–life balance (WLB) in the hospitality industry (Budhiraja *et al.*, 2022). Stress, burnout, and impaired family bonds are consequences of poor balance (Deery & Jago, 2015).

Challenges in WLB at Hospitality

Multiple studies underscore the inherent challenges of WLB in hospitality operations. Poor WLB results from long hours, irregular shifts, multitasking, and guest pressure. As per Hari *et al.* (2022), the workers of the hotels in India work longer hours, especially during festivals, events, and peak seasons, creating fatigue and less personal time. Sharma (2024) reported that kitchen professionals in Delhi, NCR, face low sleep quality, high levels of stress, and dissatisfaction due to unpredictable schedules. Due to societal expectations, women employees are also working many late shifts and

face stressors around caretaking responsibilities and the safety of late shifts (Lim *et al.*, 2021; Bahrami *et al.*, 2023).

WLB Practices and HRM Interventions

Effective HR practices can help in enhancing employee WLB. Organizational interventions are mainly the following:

Flexible scheduling, predictable duty rosters, employee assistance programs, childcare and family-friendly policies, wellness programs, and mental health counseling. Taj, ITC, and Marriott (Khilnani & Nair, 2022) developed structured WLB initiatives among hotel chains in India, but the hotel chains adopted them variably. There is already some evidence to support the claim that WLB-beneficial HR management practices will result in enhanced job satisfaction and organizational commitment (Kossek & Lautsch, 2018).

The Influence of WLB on the Employee Performance Outcomes

Existing literature generally suggests that work–life balance has a positive influence on employee performance outcomes in the hospitality industry. Several studies have reported that employees who experience better work–life balance tend to demonstrate higher levels of job satisfaction and organizational commitment. Effective work–life balance practices are also associated with lower stress levels, reduced burnout, and improved psychological well-being. Furthermore, organizations that support employee work–life balance often experience lower turnover intentions and higher employee retention rates. Collectively, these outcomes contribute to improved service quality, stronger employee engagement, and enhanced organizational performance in hospitality establishments.

Objectives

- To critically examine the major determinants of work–life balance among hospitality employees reported in national and international literature.
- To compare the findings of previous studies regarding the relationship between work–life balance, employee well-being, job satisfaction, and retention outcomes.
- To identify inconsistencies, underexplored themes, and methodological limitations in existing hospitality work–life balance research.
- To develop a future research agenda for emerging hospitality destinations, particularly Indore and similar urban hospitality markets.

Methodology

The present study adopts a literature review design to systematically examine relevant research on work–life balance in the hospitality sector. Structured review techniques provide a systematic approach to collecting, evaluating, and synthesizing existing evidence in order to develop an integrated understanding of the research area (Snyder, 2019; Tranfield *et al.*, 2003). In addition, the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) guidelines were used to structure the review process and provide a clear outline of the procedures followed for identifying, screening, and selecting relevant studies. Figure 1 presents the PRISMA flow diagram illustrating the study selection process.

Literature Search Strategy

Academic Relevant academic literature was retrieved from various scholarly sources, including Google Scholar, ResearchGate, Scopus-indexed journals, and other peer-reviewed academic publications. The following keywords were used in the search:

- “Work–Life Balance in Hospitality”
- “Hospitality Employee Well-Being”
- “Work Stress in Hotels”

- “Hospitality Human Resource Practices”
- “Work–Life Balance in the Indian Hospitality Sector”

The scouring was limited to peer-reviewed journals.

Inclusion Criteria

Articles chosen for this review had to be scholarly works about work-life balance in tourism and hospitality. Studies published between 2018 and 2025 were considered to capture both foundational and recent developments in work–life balance research within the hospitality sector. These pieces needed to appear in English while exploring staff wellness, job pressure, human resource strategies, or backing from employers. Despite its narrow focus, the scope provided depth where it was most needed.

Exclusion Criteria

Studies unrelated to the hospitality or tourism sector were excluded from the review. Non-peer-reviewed sources, such as blogs, opinion articles, magazines, and unpublished reports, were also excluded to ensure the reliability of the academic content. In addition, duplicate records identified during the database search process were removed. Studies were included in the final analysis only if they had a clear methodology, presented relevant findings, and explicitly discussed work-life balance and employee well-being.

The PRISMA Method for Study Selection

The studies were drawn from secondary research that met PRISMA criteria. PRISMA was used for searching relevant literature data. Based on database searches, roughly 40 research papers were initially identified. Following the process of removal of duplicates and screening of titles and abstracts for relevance, 22 articles were shortlisted. Following full-text screening, 15 research papers or scholarly sources which spoke directly about work–life balance in the hospitality sector were selected for final interpretation following a full-text review.

Data Analysis

The selected studies were screened to identify several key themes, including work-life balance challenges, human resource practices, and employee well-being strategies in the hospitality industry. This review consolidates findings from various studies into a single work and highlights common themes, research gaps, and practical implications for hospitality companies, especially those operating in emerging hospitality markets in cities such as Indore.

PRISMA Flow Chart

The PRISMA framework was used to systematically identify, screen, assess, and include relevant studies for the review. Figure 1 illustrates the study selection procedure followed in the present research.

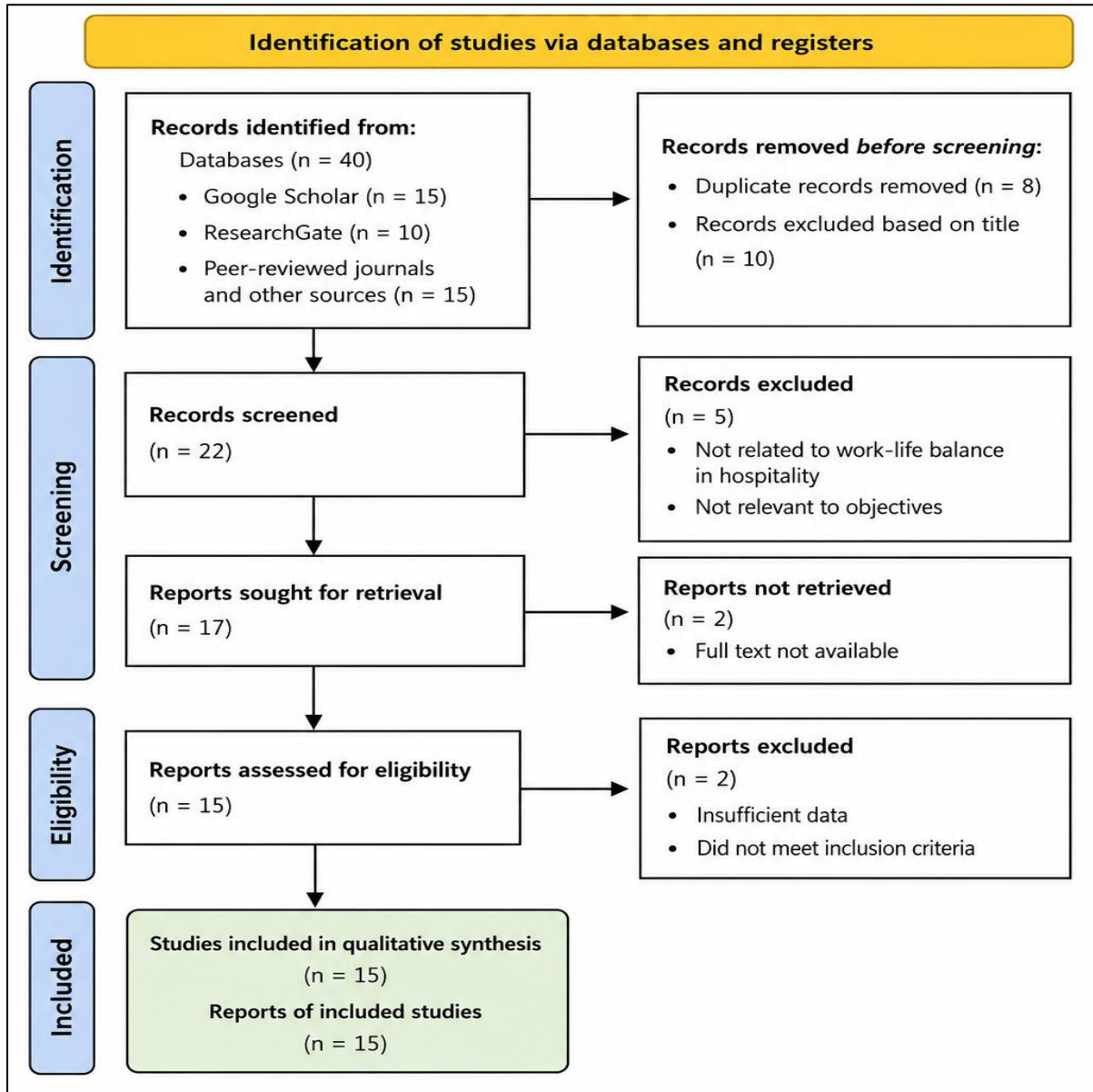


Figure 1: PRISMA Flow Diagram for Study Selection

Context Region: Madhya Pradesh and Indore

Due to the absence of dedicated empirical studies on work–life balance in Indore, this section draws on related regional studies and industry reports to provide indicative insights.

WLB in Madhya Pradesh Hotels, India

Previous research conducted in Madhya Pradesh provides further evidence of work–life balance challenges in the hospitality industry. In a regional study of hotel employees, Saito *et al.* (2025) found that common barriers to maintaining work–life balance included long working hours, limited flexibility in shift scheduling, and insufficient counseling support. The researchers also reported that employees had a moderate level of satisfaction with human resource policies, while awareness of welfare programs remained limited and implementation varied across hotels.

Chaurasia and Singh (2024) provide additional information by analyzing employee loyalty in hotels across Madhya Pradesh. Although work-life balance was not the main objective of their study, the implications of their findings suggest that supportive HR practices and employee welfare may have

indirect positive effects on staff satisfaction and organizational commitment. Taken together, these studies provide a context-specific understanding of WLB-related issues in the state; however, they do not offer conclusive evidence for each city specifically.

Evidence on the Hospitality Industry in Indore

Limited academic research specifically focuses on work-life balance in the hospitality industry of Indore. However, relevant insights on this theme are available through secondary research and institutional studies. For example, research on employee engagement at Sayaji Hotel, Indore, revealed that heavy workloads and irregular schedules are linked to lower levels of employee well-being (Mishra *et al.*, 2023). Although the study does not specifically address work-life balance, it indicates the presence of workplace conditions associated with work-life balance challenges.

Similarly, industry reports on five-star hotels in Indore have highlighted employee dissatisfaction related to long working hours, inadequate rest periods, and limited managerial support (BCIHMCT, 2024). Other studies on hotel service quality in Indore have reported higher stress levels among frontline staff, which may be indirectly associated with work-life balance issues. Therefore, the lack of focused research on work-life balance calls for systematic empirical studies to develop city-specific evidence and practical work-life balance strategies for Indore’s hospitality industry.

Thematic Synthesis of Reviewed Studies

The selected studies were analyzed and grouped according to their main themes, findings, and regional focus. Table 1: Thematic Synthesis of the Literature Reviewed on Work-Life Balance Practices, Employee Well-Being, Work Stress, and Organizational Interventions in the Hospitality Industry.

Table 1: Thematic Synthesis of Reviewed Studies

Author (Year)	Key Findings	Agreement / Contradiction with Other Studies	Implications for Hospitality Industry
Hari <i>et al.</i> (2022)	Long working hours negatively affect employee well-being.	Supports Sharma (2024), Prentice <i>et al.</i> (2025), and Krishna & Tiwari (2024) regarding work stress and burnout.	Hotels should reduce excessive workloads and provide adequate rest periods.
Sharma (2024)	Irregular schedules reduce job satisfaction among kitchen staff.	Consistent with Hari <i>et al.</i> (2022); highlights scheduling issues as a major WLB challenge.	Flexible and predictable scheduling systems are needed.
Liu <i>et al.</i> (2021)	WLB improves organizational commitment among women employees.	Complements Lim <i>et al.</i> (2021) by emphasizing gender-specific WLB concerns.	Organizations should implement gender-sensitive WLB policies.
Lim <i>et al.</i> (2021)	Women employees experience work-family conflict and stress.	Supports Liu <i>et al.</i> (2021) regarding challenges faced by women employees.	Greater support for female employees is required.
Budhiraja <i>et al.</i> (2022)	HR interventions improve employee retention and commitment.	Supports Kossek & Lautsch (2018) and Khilnani & Nair (2022) on the effectiveness of HR practices.	Strategic HR initiatives can enhance retention and satisfaction.
Kossek & Lautsch (2018)	Flexible work practices support organizational sustainability.	Agrees with Guoqiang & Bhaumik (2024) regarding flexible work arrangements.	Flexible scheduling should be incorporated into HR policies.
Chaurasia & Singh (2024)	Supportive HR practices improve employee satisfaction.	Consistent with Budhiraja <i>et al.</i> (2022) and Khilnani & Nair (2022).	Employee welfare initiatives can strengthen organizational commitment.
Khilnani & Nair	Employee-friendly HR	Supports findings of	Hospitality firms should

(2022)	policies enhance workplace satisfaction.	Budhiraja <i>et al.</i> (2022) and Chaurasia & Singh (2024).	invest in employee-centered HR policies.
Prentice <i>et al.</i> (2025)	Work-life imbalance contributes to burnout and quiet quitting.	Extends findings of Hari <i>et al.</i> (2022) and Sharma (2024) by highlighting contemporary workforce issues.	Burnout prevention strategies are essential for retention.
Pal & Sharma (2022)	WLB positively affects employee mental health.	Supports Prakash (2023) and Yipsumpoomipijit & Chongruk (2024).	Employee wellness programs should be prioritized.
Krishna & Tiwari (2024)	Workplace stress affects employee coping abilities.	Consistent with Hari <i>et al.</i> (2022) and Prentice <i>et al.</i> (2025).	Stress-management interventions are necessary.
Guoqiang & Bhaumik (2024)	Flexible work arrangements improve employee retention.	Supports Kossek & Lautsch (2018) and Budhiraja <i>et al.</i> (2022).	Flexibility contributes to workforce sustainability.
Gupta <i>et al.</i> (2025)	Job satisfaction influences employee retention decisions.	Aligns with Sharma (2024) and Pal & Sharma (2022).	Improving satisfaction can reduce turnover intentions.
Yipsumpoomipijit & Chongruk (2024)	Work-life harmony supports employee satisfaction after COVID-19.	Supports Pal & Sharma (2022) regarding employee well-being outcomes.	Post-pandemic hospitality workplaces should focus on employee well-being.

Critical Analysis of Existing Literature

Although most studies report positive relationships between work-life balance and employee outcomes, the findings are not entirely consistent. Some studies emphasize organizational interventions such as flexible scheduling and counseling support as effective mechanisms for improving employee well-being, whereas others suggest that structural issues such as labor shortages, peak-season workloads, and customer-service pressures may limit the effectiveness of such interventions. Furthermore, many studies rely on self-reported survey data, which may introduce response bias and overestimate the positive effects of work-life balance initiatives. Another limitation is that most studies are cross-sectional and therefore unable to establish causal relationships between work-life balance practices and organizational outcomes. These inconsistencies indicate the need for more rigorous longitudinal and mixed-method research designs.

Major Themes Identified in Literature

The reviewed studies reveal four major themes related to work-life balance in the hospitality industry. First, work stress and burnout emerge as the most frequently reported challenges, primarily due to long working hours, irregular shifts, and demanding service expectations. Second, gender-related issues, particularly work-family conflict and safety concerns among women employees, remain important concerns. Third, organizational interventions such as flexible scheduling, employee assistance programs, counseling support, and wellness initiatives are consistently identified as mechanisms for improving employee well-being. Finally, effective work-life balance practices are associated with positive outcomes including higher job satisfaction, stronger organizational commitment, improved mental well-being, and greater employee retention.

Discussion

As suggested by the literature reviewed, common work-life balance problems in the hospitality sector arise from continuous operations, high service demands, limited workforce availability, and customer-facing job responsibilities. Earlier studies have linked these conditions to employee motivation, job satisfaction, well-being, and retention (Hari *et al.*, 2022; Adyatma, 2023). Recent hospitality studies have further emphasized that workplace flexibility and employee well-being significantly influences organizational commitment and turnover intentions among hospitality employees (Chan & Turangan, 2024; Zhang, 2026).

While there is broad agreement regarding the importance of work-life balance, differences exist regarding the factors that most strongly influence employee outcomes. Studies conducted in luxury

hotels emphasize the role of formal HR practices, whereas studies in developing hospitality markets highlight workload and staffing shortages as primary concerns. Similarly, some researchers focus on organizational commitment as the major outcome of work–life balance, while others identify psychological well-being and burnout reduction as more immediate benefits. These differences suggest that contextual factors significantly shape work–life balance experiences in hospitality organizations.

The literature review indicates that work–life balance in hospitality settings can be improved through human resource management interventions such as flexible scheduling, employee welfare initiatives, and counseling support. Additionally, cultural norms and safety-related concerns reflect the varied work–life balance difficulties encountered by women employees, as identified in previous research. The review further shows that there is limited academic research focusing specifically on the hospitality sector in Indore, indicating a gap in the literature and the need for applied empirical knowledge.

Outcomes Compared with Other Results

The review outcomes suggest that irregular and long working hours continue to pose major obstacles to hospitality workers. Sharma (2024) similarly found that long working hours negatively affect employee well-being in hotel organizations. Likewise, Budhiraja *et al.* (2022) showed that favorable organizational practices and flexible work hours can help employees manage work and family responsibilities more effectively. Therefore, the challenges of work–life balance in hospitality are more severe than those observed in isolated studies, but these problems can occur anywhere in the industry (Pandit *et al.*, 2025).

Interpretation

Organizational policies are another factor that may contribute to work–life harmony for hospitality employees, according to this review. Flexible working hours, staff assistance programs, and a supportive community at work are among the human resources practices that work to enhance job satisfaction and reduce work stress.

Recent research has also highlighted the growing impact of technostress and digital workplace pressure on employee well-being and job performance within the hospitality industry (Ağanoğlu *et al.*, 2023; Ertaş *et al.*, 2026). Well-managed staff in hospitality enjoys satisfaction and job satisfaction that may be related to better quality working experiences, retention rates, and overall organizational efficiency (Chaurasia & Singh, 2024).

Alignment with Objectives

The review comprehensively gathers information about the Indian and regional literature with respect to Objective One, demonstrates the significance of WLB for employee outcomes as per Objective Two, and establishes clear research gaps for Indore’s hotel industry in meeting Objective Three.

The results of this analysis highlight the growing importance of employee-centered human resource strategies in the hospitality industry, especially in growing metropolitan cities such as Indore. The continued expansion of hospitality businesses has led to more demanding work schedules, emotional labor, and service-related pressure for employees. Therefore, organizations should adopt work–life balance policies to improve employee well-being, reduce burnout, and enhance organizational sustainability. Flexible working hours, counseling support, wellness programs, and gender-sensitive policies could play a key role in improving employee satisfaction, retention, and service quality in the hospitality industry through positive workplace practices (Han & Mohamed, 2025).

Additionally, the hospitality sector should establish uniform structures and guidelines for employee welfare and workplace well-being through collaboration between hospitality businesses and tourism authorities. Organizations can build healthier and more sustainable work environments by regularly

assessing work–life balance, implementing stress management programs, and collecting employee feedback.

Limitations

The present study has several limitations that should be considered when interpreting the results. First, the review is based on a limited number of selected papers; consequently, the generalizability of the findings may be limited. Second, the study relies on secondary data and published literature rather than primary empirical research. Third, localized evidence was limited, as no studies specifically examined work-life balance practices in hospitality businesses in Indore. Moreover, publication bias may be present, as only published and publicly accessible studies were included. Finally, the absence of studies on hospitality businesses in smaller Indian towns and regional hospitality industries may have limited the scope for a more comprehensive comparative analysis.

Future Scope

Future studies may focus on empirical investigations of work–life balance practices among hospitality employees in emerging Indian cities such as Indore. Further research may also examine gender-specific workplace challenges, mental health outcomes, and the effectiveness of organizational interventions such as flexible scheduling and employee wellness programs. Comparative studies across different hospitality sectors and mixed-methods research approaches may provide a more profound understanding of employee well-being and workforce sustainability in the hospitality industry.

Research Gaps

Geographical Gap

Existing literature on work-life balance in the hospitality sector has predominantly focused on metropolitan cities and international hospitality markets. There is little research on emerging hospitality destinations such as Indore. Hence, there exists a lack of city-specific evidence on work-life balance issues among hospitality employees in the fast-growing hotel industry in Indore.

Gender Gap

Although several studies have examined work–life balance in the hospitality industry, the specific challenges faced by women employees have received little attention. Issues such as workplace safety during late shifts, dual family responsibilities, emotional labor, and gender-sensitive organizational policies remain largely unexplored.

Methodological Gap

Most current research on work–life balance in the hospitality industry relies heavily on quantitative methods and survey-based approaches. Although many studies have employed quantitative methods, mixed-methods or qualitative approaches could provide more profound insights into employee experiences, workplace stress, and organizational culture within hospitality organizations.

Policy Recommendations

The results of this review suggest that more effective interventions are needed at the organizational and policy level to improve work–life balance practices in the hotel industry. The literature review suggests the following recommendations for hospitality organizations, human resource departments, and tourism policymakers.

Recommendations for Hotel Management

Hospitality organizations should implement systematic work-life balance strategies such as regular shift scheduling, flexible leave policies, employee counseling support, and wellness programs to reduce employee stress and burnout. Hotels should promote effective communication at work and supportive leadership techniques to enhance employee happiness and organizational commitment. Women employees require special attention, including safe travel facilities during late shifts and gender-sensitive workplace policies.

Recommendations for Human Resource Department

Workplace stress and burnout can be identified by human resource departments through regular employee wellness audits and work-life balance assessments. To improve employee well-being, organizations should implement programs for mental health support, stress management workshops, and employee assistance services. Regular employee feedback systems and flexible work arrangements can also help organizations create healthier work environments.

Recommendations for Government and Tourism Authorities

Government agencies and tourism authorities should prepare employee welfare guidelines and uniform labor practices for the hotel industry. Policy interventions targeting mental health among employees, safety at the workplace, equal working hours, and monitoring the welfare of employees may assist in sustainable workforce development in the hospitality industry. Training schools of tourism and hospitality must raise awareness of work-life balance and employees' well-being practices.

Conclusion

In the present study, a systematic analysis of the existing literature on work-life balance in the hotel industry, with a focus on Indore, was conducted. The findings reveal that hospitality professionals face several challenges, including long working hours, unpredictable shifts, work-related stress, emotional fatigue, and difficulty maintaining work-life balance. The analysis further emphasizes the necessity of supportive human resource practices, flexible working hours, employee wellness programs, and organizational support to improve employee well-being, job satisfaction, and organizational commitment.

This research contributes to the existing literature by identifying significant research gaps on regional focus, gender-specific issues, organizational policies, and region-specific hospitality practices. The findings also bring out the rising importance of employee-centric policies at the workplace in emerging hospitality destinations like Indore.

The findings suggest that hospitality organizations should adopt systematic work-life balance approaches, employee welfare schemes, mental health support systems, and flexible workplace policies to prevent burnout and promote workforce sustainability in practical terms. It also recommends that policymakers and tourist authorities adopt a universal employee welfare framework for improving working conditions in the hospitality industry.

Finally, the study stresses the necessity for future empirical and region-specific studies on hospitality employees in small Indian cities, women employees, and organizational interventions on work-life balance practices. These studies can contribute to the development of more effective and sustainable human resource strategies in the hospitality business.

CRedit Authorship Contribution Statement

H.H.: Conceptualization, Literature Review, Methodology, Writing – Original Draft, Data Curation. A.B.: Writing - Review and Editing, Validation, Visualization. L.S.J.: Supervision, Guidance, Final Review, Formatting, Reference Management, and Final Approval of Manuscript.

AI Assistance Declaration

During the preparation of this manuscript, the authors used generative artificial intelligence (AI) tools such as ChatGPT for language enhancement, grammar polishing, and sentence restructuring, and formatting assistance. The authors carefully reviewed, revised, and verified all generated content and took full responsibility for the accuracy, originality, and integrity of the manuscript submitted for publication.

Conflict of Interest

The authors declare that they have no conflicts of interest.

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