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Assessing Hierarchical Component Model for Work-Life Balance Strategies and Entrepreneurial Competencies: Reflective-Reflective Model

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ABSTRACT

A hierarchical component is a model with complex systems in a hierarchy where higher-level components depend on a composition of lower-level components. Each level represents a distinct level of abstraction or complexity. The objectives of this study are to assess the measurement and structural assessment of the hierarchical component model (HCM) of Work-Family Enrichment (WFE) and Family-Work Enrichment (FWE) on entrepreneurial competencies among women entrepreneurs in Malaysia. The model applies a reflective-reflective approach, using a quantitative method with survey data collected from 284 women entrepreneurs in Malaysia, and assessed using the Structural Equation Modeling (SEM). The analysis and results show the evidence that the items and constructs in this model passed the assessment of first and second order of measurement and structural model. These results validated the hierarchical component model for these constructs, ensuring the dimensions and indicators are reliable and valid for understanding the relationships between WFE and FWE. The implications of this study extend to research on hierarchical component models, demonstrating their utility in exploring multi-dimensional constructs by providing a robust framework for future investigations into work-life balance strategies.

Keywords: Hierarchical Component Model, Work-Life Balance Strategies, Reflective Measurement Model, Work-Family Enrichment, Family-Work Enrichment

1 INTRODUCTION

Entrepreneurial competencies have multi-dimensional variables studied in the entrepreneur research area. Many models and theories on entrepreneurial competencies have been discussed, and various approaches and methods have been presented to assess the validity of the competencies. Aligning with the objective of this study, six entrepreneurial competencies have been emphasized and tested, such as the Hierarchical Component Model (HCM). The model in this study is used to test higher-order structures using two layers of latent variables. The HCMs recommended analyzing PLS path models for three primary reasons. HCMs, in the first place, reduce the number of

linkages included in the PLS structural model, ultimately resulting in the parsimonious model. Secondly, HCMs reduce the likelihood of collinearity difficulties and provide solutions to discriminant validity issues. Thirdly, HCMs are helpful when there is a large degree of collinearity among the formative elements. The items split off in these situations to generate discrete first-order latent variables, forming a higher-order structure [1]. As a result, the primary purpose of this research is to validate the reflective measures of the second-order latent variable of entrepreneurial abilities to produce more trustworthy results. Misspecification in a model can arise when a formative model is modeled as a reflective model, as [2] stated. This can also happen when a reflective model is modeled as a formative model.

Furthermore, it has been noticed that reflective models have been evaluated more frequently than formative models due to the lack of appropriate software for testing formative models and correct testing instructions [2]. This results in reflective models being analyzed more frequently than formative models. For example, the literature on entrepreneurship contains several measuring models that are examples of formative models the character of the realms that lie beneath them. Therefore, the misspecification error occurs when researchers assume formative models are reflective [2]. The misspecification of the measurement model for the constructs leads to the generation of erroneous path coefficients as a consequence of these coefficients' influence on structural paths [3]. In order to prevent errors caused by misspecification, it is vital to have a solid understanding of formative models and to measure them precisely. Therefore, the purpose of this study is to suggest that the respondents' perspectives regarding their behaviors are reflected in the operationalization of entrepreneurial competencies using several dimensions. In order to generate more accurate findings by avoiding misspecification mistakes, it is recommended that they be handled as a reflective-reflective second-order construct.

In principle, higher-order models, frequently called "Hierarchical Component Models" (HCM), could potentially consist of numerous layers. According to [4] and [5], the term "HCM" refers to the multi-dimensional construct that is located at a higher level of abstraction. It is also related to other latent variables located at the same level. According to [6], using HCMs helps reduce the number of linkages in the structural model, making the PLS route model more efficient. According to [7], utilizing HCM offers three primary advantages. These advantages include the reduction of the number of structural associations that PLS analyses for parsimony, the resolution of the problem of collinearity among first-order latent constructs through the utilization of these constructs to generate second-order constructs that are more general, and the reduction of the number of structural associations that use PLS. It is possible to divide the formatively modeled indicators of a first-order construct into sets if they are collinear. These sets are then divided into sets, each representing indications for a different formative first-order construct. Second-order constructs are common notions represented as reflecting or formative by their sub-dimensions, also known as lower or first-order constructs. For example, based on [5], the second-order constructs are defined as such. A reflective-reflective type of second-order constructs is characterized by the fact that the first-order latent constructs are always measured reflectively and have a high degree of correlation. Second-order factors are the only ones that are generally used in practice. If these first-order constructs are backed by theoretical reason, they can be formatively measured as second-order constructs.

In addition, the multi-dimensional constructs are represented by hierarchical latent variable models, second-order constructs, higher-order constructs, and hierarchical component models [5, 8]. As an additional point of interest, [9] described a multi-dimensional construct as a construct

comprising several interrelated dimensions or qualities, and when its sub-dimensions are conceptualized through overall abstraction, which is theoretically more meaningful and parsimonious to represent all dimensions. In general, the second-order constructs are distinguished by the interactions, such as reflective or formative, between the model's constructs [10, 11] and the number of levels included in the model.

A familiar idea portrayed as reflecting or formative by its sub-dimensions, also known as first or lower-order constructs, is referred to as a second-order construct, as stated by [5]. First-order latent components are reflectively measured and highly correlated, yet they can be differentiated. This model, also known as the reflective-reflective HCM type, is the type 1 model. According to [5], this particular model type is also called the hierarchical standard factor model. This is because the second-order construct identifies the common factor shared by several specific factors. On the other hand, in the type II model, which is a reflecting-formative HCM type, the first-order constructs are measured reflectively and form a broad concept that mediates the impact on related endogenous variables. However, these constructs do not share a common cause [8]. As a result of the fact that each of the dimensions of entrepreneurial competencies represents a distinct concept, these domains are not conceptually unified and do not have a common cause. This is why entrepreneurial competencies have been seen as a reflective-formative type II second-order construct.

2 HCM IN WOMEN ENTREPRENEURS STUDIES

A robust foundation in measurement theory is essential to conceptualize and define higher-order constructs (HOCs) in the Hierarchical Component Model (HCM). This process involves two critical decisions: (1) specifying the measurement model for lower-order constructs (LOCs) and (2) determining the nature of the relationship between HOCs and their associated LOCs. Both aspects can adopt a formative or reflective measurement model, aligning with established frameworks by [3] and [11]. Careful consideration of these dimensions ensures the structural integrity and validity of the HCM, enhancing its applicability in complex research models. Like [12], the reflective model was applied with the lower-order components of innovativeness, proactiveness, and risk-taking, and the higher-order component represented entrepreneurial orientation towards women's enterprise performance. Next, [13] applied a reflective-formative model with the lower-order component being entrepreneurial competencies and the higher-order component being culture towards business success. Furthermore, [14] applied a formative-formative model with the lower order component agile structures, agile processes, and agile relational mechanisms from agile ITG mechanisms, and the higher order component was traditional structures, traditional processes, and traditional relational mechanisms from traditional ITG mechanisms towards firm performance. Finally, [15] applied the formative-reflective model with the lower order component, which keeps commitments, negotiates honestly, and avoids taking excessive advantage, and the higher order component was trust towards the organizational trust inventory. Overall, the studies of the Hierarchical Component Model and women entrepreneurs highlight that HCM can help analyze how entrepreneurial competencies, such as leadership, financial literacy, and innovation, interact to drive success. Additionally, HCM can model these dimensions hierarchically, showing how social and psychological factors influence business outcomes. Furthermore, HCM can model how

government policies, mentorship programs, and networking opportunities contribute to business success. The literature review, as shown in Table 1, summarizes the empirical studies with various models in HCM that are practically applied to the research.

Table 1: Summary of Empirical Studies

No	First Order	Second Order	Dependent Variable	Model	Sources
1.	Innovativeness, proactiveness, and risk-taking	Entrepreneurial Orientation	Women Enterprise Performance	Reflective-Reflective	[12]
2.	Entrepreneurial competencies	Culture	Business Success	Reflective-Formative	[13]
3.	Agile structures, agile processes, agile relational mechanisms, traditional structures, traditional processes, and traditional relational mechanisms.	Agile and traditional ITG mechanisms	Firm Performance	Formative-Formative	[14]
4.	Keeps commitments, negotiates honestly, and avoids taking excessive advantage	Trust	Organizational Trust Inventory	Formative-Reflective	[15]

2.1 Types of HCM

The Hierarchical Component Model (HCM) has four types: Reflective-Reflective, Reflective-Formative, Formative-Reflective, and Formative-Formative. First, for the Reflective-Reflective model, the assessment uses a repeated indicators approach, the most common method to assess this model. In this model, the second-order component (SOC) is measured reflectively by all indicator variables for each of its first-order components (FOCs), where the arrows point from the SOC to the repeated indicators, and each FOC is also reflectively modeled using the same indicators. The second model, Reflective-Formative, involves a formative model for the SOC about the FOCs. In contrast, the indicators for the FOCs are reflectively modeled, similar to the reflective-reflective model. Next is the Formative-Reflective model, which involves a reflective model for the SOC about

the FOCs. However, the FOC indicators are modeled formatively, similar to the repeated indicators for the SOC. The last model, Formative-Formative, has a formative model for the SOC concerning the FOCs, and the indicators for the FOCs are also formatively modeled, just as the complete set of repeated indicators for the SOC. As shown in Figure 1, this paper concentrated on the step-by-step process of accessing the reflective-reflective model of work-life balance strategies and entrepreneurial competencies.

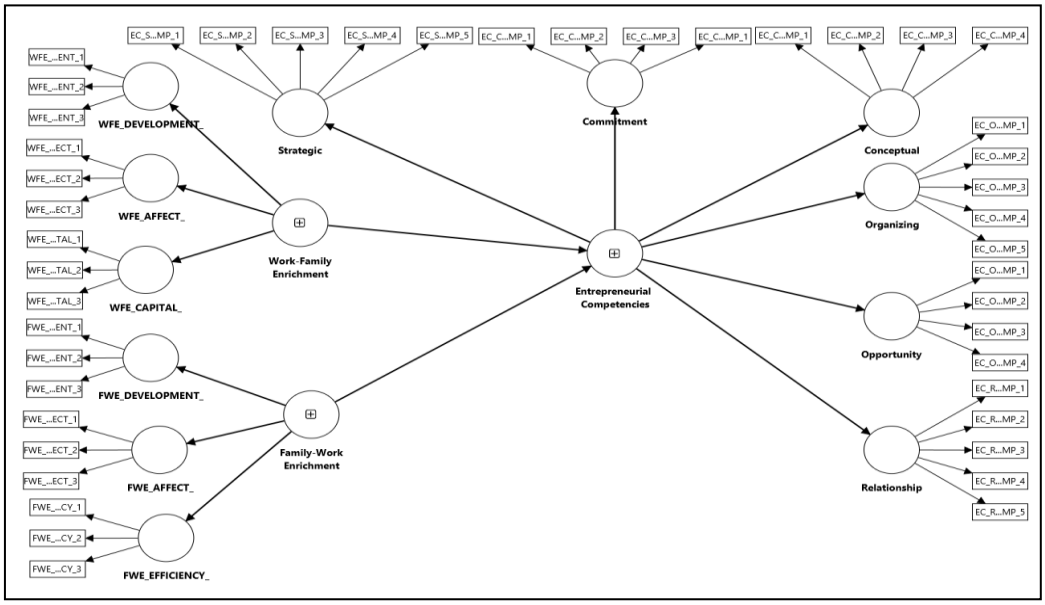

Figure 1: The Structural Model

3 METHODOLOGY

This study used a quantitative research method to collect and analyse data. A survey was conducted with 284 women entrepreneurs in Malaysia, selected using purposive sampling. The selected participants must be business owners in the micro-enterprise category and registered with the Companies Commission of Malaysia (SSM). The data collected was analysed using a hierarchical component model (HCM) within the measurement model framework. Work-Family Enrichment (WFE) measured three dimensions: Development, Affect, and Capital, while Family-Work Enrichment (FWE) comprised three dimensions: Development, Affect, and Efficiency. All items were adapted from [16], and responses were measured using a five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). The analysis was performed using the Structural Equation Modelling (SEM) approach, implemented through Smart PLS, to assess the measurement model and apply the hierarchical component model. The assessment of the reflective model assesses internal consistency, indicator reliability, convergent validity, and discriminant validity.

3.1 Factor Loading

Indicator reliability denotes the proportion of indicator variance that the latent variable explains. It is important to be careful when deciding whether to eliminate the indicator. It makes sense to

eliminate an indicator only when its reliability is low [17]. It will subsequently substantially increase AVE and CR. The recommended loading should be 0.708 or higher, but loading less than 0.7 is adequate for other items with high loading scores to complement AVE and CR.

3.2 Factor Loading

In SEM, assuming every indicator will yield the same loadings is inappropriate. Secondly, it is sensitive to the number of items in the construct and tends to underestimate the internal consistency reliability [1]. The acceptable values as guidelines for Composite Reliability (CR) are values greater than 0.60 are acceptable in exploratory research, values between 0.70 - and 0.90 can regarded as satisfactory, and values greater than 0.90 are not desirable because it indicates that the indicators are measuring the same phenomenon and are unlikely to constitute valid reliability assessment of a construct.

3.3 Average Variance Extracted

Convergence validity involves the degree to which individual indicators reflect a construct compared to indicators measuring other constructs [18]. As for [7], it is known as AVE. AVE is the grand mean value of the squared loadings of all indicators associated with the construct. In other words, it is the degree to which a latent construct explains the variance of the indicators [7]. In order to achieve adequate convergent validity, each construct should account for at least 50 percent of the assigned indicator's variance (AVE> 0.50).

3.4 Average Variance Extracted

Discriminant validity refers to the degree to which indicators differentiate across constructs or measures by examining the correlations between the measures of potentially overlapping constructs. In other words, it refers to the extent to which the constructs under investigation are genuinely distinct. The discriminant validity assessment commonly applies to Forner Lacker, and recently, most researchers have applied heterotrait-monotrait (HTMT). HTMT is a statistic that measures the similarity between latent variables and assesses discriminant validity. HTMT refers to the correlation ratio within the constructs and correlations between the constructs. Technically, the HTMT approach is an estimate of what the actual correlation between the two constructs would be if they were perfectly measured. HTMT value greater than HTMT.85 value of 0.85 [19] or HTMT.A 90 value of 0.90 [20] indicates a problem with discriminant validity. Secondly, it aims to assess the HTMT inference [21] when using it as a statistical test. When a confidence interval of HTMT values for the structural paths contains 1, it indicates a lack of discriminant validity.

4 RESULTS AND DISCUSSION

4.1 First Order - Outer Loading of Work-Family Enrichment

Table 2 shows the outer loading value of Work Family Enrichment, which consists of Affect, Capital, and Development. There are three dimensions for effect, but one is being deleted, which is effect 3, because of the lower outer loading value. Then, the items Affect 1 (0.904) and Affect 2 remained in

the model. There are three items for Capital, and the outer loading was in the range of 0.911 to 0.928. There are three development items, ranging between 0.892 and 0.946. The results indicate that the value of outer loading is more significant than 0.7, as recommended by [22].

Table 2: Outer Loading of Work-Family Enrichment

Variables	Loading	Outer Loading Value
Affect	Affect_1	0.904
	Affect_2	0.922
Capital	Capital_1	0.911
	Capital_2	0.928
	Capital_3	0.922
Development	Development_1	0.896
	Development_2	0.946
	Development_3	0.892

4.2 First Order - Outer Loading of Family Work Enrichment

Table 3 shows the outer loading value of Family Work Enrichment, which consists of Affect, Development, and Efficiency. There are three dimensions for effect, but one is being deleted, which is Effect 1, because of the lower outer loading value. Then, the items Affect 2 (0.951) and Affect 3 (0.949) remained in the model. There are three items for development, and the outer loading was in the range of 0.935 to 0.925. There are three items for efficiency, and the range is between 0.386 and 0.923. The results indicate that the value of outer loading is more significant than 0.7, as recommended by [22].

Table 3: Outer Loading of Family Work Enrichment

Variables	Loading	Outer Loading Value
Affect	Affect_2	0.951
	Affect_3	0.949
Development	Development_1	0.925
	Development_2	0.935
	Development_3	0.927
Efficiency	Efficiency_1	0.909
	Efficiency_2	0.386
	Efficiency_3	0.923

4.3 First Order - Outer Loading of Entrepreneurial Competencies

Table 4 presents the outer loadings of various entrepreneurial competencies, including Commitment Competency, Conceptual Competency, Opportunity Recognition Competency, Organizing Competency, Relationship Competency, and Strategic Competency. For Commitment

Competency, which consists of three dimensions, the outer loadings range from 0.872 to 0.905. Conceptual Competency, comprising four items, has outer loadings ranging from 0.869 to 0.909. Opportunity Recognition Competency, also with four items, shows outer loadings between 0.867 and 0.902. For Organizing Competency, which includes five dimensions, the outer loadings range from 0.832 to 0.905. Relationship Competency has five items with outer loadings ranging from 0.809 to 0.881. Lastly, Strategic Competency shows outer loadings ranging from 0.850 to 0.894.

Table 4: Table Outer Loading of Entrepreneurial Competencies

Variables	**Loading**	**Outer Loading Value**
Commitment	Commitment_1	0.905
	Commitment_2	0.888
	Commitment_3	0.872
Conceptual	Conceptual_1	0.869
	Conceptual_2	0.909
	Conceptual_3	0.878
	Conceptual_4	0.895
Opportunity	Opp_Recog_1	0.879
	Opp_Recog_2	0.902
	Opp_Recog_3	0.899
	Opp_Recog_4	0.867
Organizing	Organizing_1	0.893
	Organizing_2	0.893
	Organizing_3	0.833
	Organizing_4	0.905
	Organizing_5	0.832

Table 4.3: Continued

Variables	Loading	Outer Loading Value
Relationship	Relationship_1	0.809
	Relationship_2	0.881
	Relationship_3	0.873
	Relationship_4	0.840
	Relationship_5	0.836
Strategic	Strategic_1	0.850
	Strategic_2	0.889
	Strategic_3	0.889
	Strategic_4	0.894
	Strategic_5	0.860

4.4 First Order - Convergent Validity of Work Family Enrichment and Family Work Enrichment

For work-family enrichment, there are three sub-dimensions of effect: Capital and development. The result shows that Table 5 reveals the composite reliability values for Affect (CR = 0.909), Capital (CR = 0.943), and Development (CR = 0.937), which were reliable for this study. In addition, the average variance extracted (AVE) for Affect (AVE = 0.834), Capital (AVE = 0.847), and develop (AVE = 0.831) explained that the AVE values are more excellent than the threshold values of 0.5 as recommended by [22] Ramayah et al. (2018). Overall, the convergent validity was further ensured, with all AVE and composite reliability exceeding the cutoff value of 0.50 and 0.80, respectively (Chin, 2010). Additionally, the results presented the result of family-work enrichment, composite reliability (CR) values for Affect (CR = 0.949), Development (CR = 0.950), and Efficiency (CR = 0.937) indicate that these constructs are reliable for this study. Additionally, the Average Variance Extracted (AVE) values for effect (AVE = 0.903), Development (AVE = 0.864), and Efficiency (AVE = 0.609) demonstrate that the AVE values exceed the recommended threshold of 0.5, as suggested by [22] Ramayah et al. (2018). Overall, convergent validity is confirmed, as all AVE and composite reliability values surpass the recommended cutoff values of 0.50 and 0.80, respectively.

Table 5: Table Convergent Validity of Work-Family Enrichment

Dimensions of Work-Family Enrichment	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Affect	0.801	0.807	0.909	0.834
Capital	0.91	0.911	0.943	0.847
Develop	0.898	0.9	0.937	0.831

Table 5: Continued

Dimensions of Family-Work Enrichment	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Affect	0.892	0.893	0.949	0.903
Develop	0.921	0.921	0.95	0.864
Efficiency	0.664	0.844	0.808	0.609

4.5 First Order - Convergent Validity of Entrepreneurial Competencies

The results show that Table 6 reveals composite reliability values for five dimensions of entrepreneurial competencies: commitment, conceptual, opportunity, organization, relationship, and strategic competencies. The composite reliability for commitment (CR= 0.918), conceptual (CR= 0.937), opportunity (CR= 0.936), organization (CR= 0.941), relationship (CR= 0.928), and strategic (CR= 0.943) were reliable for this study. In addition, the average variance extracted (AVE) for commitment (AVE= 0.789), conceptual (AVE= 0.789), opportunity (AVE= 0.786), organization (AVE= 0.760), relationship (AVE= 0.720), and strategic (AVE= 0.769). Overall, the convergent validity was further ensured, with all AVE and composite reliability exceeding the cutoff value of 0.50 and 0.80, respectively.

Table 6. Convergent Validity of Entrepreneurial Competency

Dimensions	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Commitment	0.866	0.868	0.918	0.789
Conceptual	0.911	0.911	0.937	0.789
Opportunity	0.909	0.91	0.936	0.786
Organization	0.921	0.922	0.941	0.76
Relationship	0.902	0.904	0.928	0.72
Strategic	0.925	0.925	0.943	0.769

4.6 Discriminant Validity

The assessment of discriminant validity using the HTMT method compares the differences in the cross constructs, where the HTMT for each construct should be between 0.85 and 0.90 [19][20]. As shown in Table 7, the HTMT values were between the threshold values, so the result confirmed no discriminant validity issue with this model.

Table 7. Discriminant Validity

onstruct	1	2	3	4	5	6	7	8	9	10	11	12
1. Affect												
2. Capital	0.835											
3. Development	0.799	0.69										
4. Commitment	0.693	0.693	0.637									
5. Conceptuak	0.678	0.653	0.646	0.797								
6. Opportunity	0.598	0.655	0.607	0.703	0.783							
7. Organizing	0.647	0.585	0.587	0.71	0.763	0.830						
8. Relation	0.603	0.565	0.563	0.615	0.59	0.697	0.783					
9. Strategic	0.669	0.61	0.523	0.594	0.604	0.708	0.782	0.892				
10. FWE_Affect	0.825	0.858	0.643	0.684	0.598	0.629	0.586	0.523	0.615			
11. FWE_Development	0.674	0.873	0.734	0.686	0.612	0.634	0.55	0.585	0.594	0.783		
12. FWE_Efficiency	0.682	0.789	0.721	0.764	0.633	0.683	0.615	0.601	0.606	0.86	0.814	

4.7 Structural Model Analysis

The structural model conducted a bootstrapping procedure by testing on 10000 sub-samples to calculate the path coefficient values for the two relationships. As shown in Table 8, the R-squared value was 0.569, and the adjusted R-squared value was 0.566, indicating that 56.6 % of entrepreneurial competencies are explainable by work-family enrichment and family-work enrichment. The beta values show a positive relationship between family-work enrichment (β= 0.344) and work-family enrichment (β= 0.441) towards entrepreneurial competencies. The T-values of family-work enrichment (T-values 4.283) and work-family enrichment (T-values 5.713) with p-values less than 0.05 indicate the t-values should be greater than 1.96, and the result confirms the significance of the relationship towards entrepreneurial competencies. The confidence interval corrected bias values have no zero values between the lower and upper limits, confirming the relationship's significance.

Table 8. Path Coefficient

Relationship	Beta	STDEV	T-Values	P values	2.50%	97.50%	Result
FWE -> EC	0.344	0.08	4.283	0.00	0.173	0.490	Supported
WFE -> EC	0.441	0.077	5.713	0.00	0.295	0.597	Supported

5 DISCUSSION

The assessment process follows a structured, step-by-step approach, ensuring that each criterion within the reflective-reflective model is thoroughly and systematically evaluated. This methodical process is essential to guarantee the accuracy and validity of the model's application, which includes measuring the indicators for each factor and confirming that the relationships between these factors are correctly represented. These steps ensure that the model is comprehensive and captures the intricate connections between the components of HCM, work-life balance, and entrepreneurial competencies. The detailed assessment results, including all necessary criteria and methodologies, have been presented in this context. These results demonstrate the effectiveness of the reflective-reflective model in addressing the complexities inherent in HCM. By showcasing how the model relates to work-life balance and entrepreneurial competencies, the findings highlight the model's capacity to capture the multifaceted nature of these constructs. The model's reflection of work-life balance dimensions, such as family-work enrichment and work-family enrichment, further underlines its robustness in examining how these elements interact with entrepreneurial competencies.

The hierarchical component models, such as family-work enrichment, work-family enrichment, and entrepreneurial competencies, have been well-established in line with the original model's theoretical framework. This validation reinforces the model's credibility and ensures that each dimension is accurately represented within the study. A study by [23] found that significant factors have been identified, such as determination, education, entrepreneurial resilience, personal satisfaction, and providing employment. These factors have been analysed according to the different experiences affecting women's entrepreneurship, including family, personality, economic, social, and cultural factors. The findings highlighted that personality traits were the most significant, suggesting that fostering specific personal attributes could enhance women's entrepreneurial success. Key findings of the study found that personality criteria, as ranked highest in influence, emphasizing traits such as determination and leadership, and cultural criteria were ranked lowest, indicating potential areas for policy intervention to bolster cultural support for women entrepreneurs. This study underscores the importance of a structured, hierarchical approach in evaluating the multifaceted factors contributing to women's entrepreneurship.

Furthermore, the measurement model assessment has proven reliable and valid, confirming that the model is consistently applied to various research settings. The assessment enhances the generalization of the results and broadens the scope of its application in diverse contexts, such as entrepreneurship, human resource management, and work-life balance research. Similar studies by

A conceptual framework proposed by [24] examined factors influencing women's entrepreneurial success in Malaysia. They categorized determinants into hierarchical levels, including individual, organizational, and environmental factors. The findings indicate that the model is adaptable and practical across different study settings, making it a valuable tool for researchers exploring the interrelations between human Capital, work-life balance, and entrepreneurial success. By validating the measurement model and establishing its reliability, this study contributes to a deeper understanding of how HCM impacts entrepreneurial competencies and work-life balance strategies. It also allows future research to expand upon these findings and apply the model in various cultural or organizational contexts. This comprehensive evaluation of the reflective-reflective model thus sets the stage for continued exploration and application in both academic and practical settings related to work-life balance and entrepreneurial growth.

6 CONCLUSION

This paper evaluates the reflective-reflective model in the context of work-life balance and entrepreneurial competencies. The reflective model represents and interprets the assessment results, comprehensively analysing how these variables interact and influence one another. By applying this model, the study offers insights into the relationships between work-life balance strategies and entrepreneurial competencies, demonstrating how each factor is reflected through its corresponding indicators. The finding implies added knowledge in hierarchical component modelling by analyzing a complex construct representation, which helps model multidimensional constructs, such as work-life balance, by integrating various interrelated factors into a structured framework. The finding also reinforces the validity of using higher-order constructs (e.g., work-life balance) with sub-dimensions (psychological well-being, time management, social support). Overall, the assessment process is carefully outlined, ensuring that the relationships within the model are accurately measured and interpreted. Ultimately, this paper contributes to a deeper understanding of how the reflective-reflective model can be utilized to explore the complexities of work-life balance and its impact on entrepreneurial success.

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