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Dynamics Of Career Self-Efficacy Among Working Mothers Re-Entering the Workforce After a Maternity Career Break: A Systematic Literature Review

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ABSTRACT

The transition of working mothers back into the workforce following a maternity-related career break represents a psychologically and socially demanding phase that has received limited attention in career development research. Although previous studies have primarily examined external barriers, such as childcare availability and inflexible working arrangements, the underlying dynamics of career self-efficacy, including its development, decline, and reactivation, remain insufficiently synthesized. This systematic literature review aimed to synthesize recent empirical evidence on the role of career self-efficacy in working mothers' workforce reentry, focusing on its development and fluctuations, the psychological and structural barriers that undermine it, and the enabling factors that facilitate its restoration. Guided by the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines and Social Cognitive Career Theory (SCCT), relevant articles were identified through searches of seven academic databases and Google Scholar. Of the 932 records initially retrieved, 22 studies (12 quantitative and 10 qualitative) met the inclusion criteria. Thematic synthesis suggested a U-shaped pattern of career self-efficacy, characterized by relatively established confidence before the career break, diminished or latent confidence during the interruption, and gradual recovery during workforce reentry. However, this pattern represented a conceptual synthesis rather than a longitudinal trajectory consistently demonstrated across all included studies. Major barriers included anxiety about skill deterioration, guilt associated with intensive mothering expectations, the motherhood penalty, and unsupportive organizational structures. Factors facilitating the restoration of career self-efficacy included personal agency, professional identity reconstruction, proactive skills development, spousal and supervisory support, and structured return-to-work programs. The findings indicated that successful workforce reentry depended on the interaction between individual agency and supportive social and organizational environments. Accordingly, organizations should consider implementing flexible work arrangements, structured returnship programs, and supervisor training emphasizing empathy and inclusive management practices to support working mothers' career reintegration and improve female talent retention.

INTRODUCTION

Women's return to the labor market following childbirth and child-rearing has become an increasingly important phenomenon in contemporary societies (Fruzsina & Zsuzsanna, 2024; Yang, 2025). However, women's career trajectories are often less linear than those of men, as they may involve employment interruptions or career breaks undertaken to fulfill family caregiving responsibilities (Freeney et al., 2025; Qin & Huang, 2024; Zulkifli & Hamzah, 2024b). Women also tend to encounter greater barriers to workforce reentry than men, while challenges related to women's employment, gender diversity, and gender sensitivity remain unresolved in many economies (Allard et al., 2022; Gupta, 2023). These challenges are evident across industries, including information technology in India, healthcare, education, and hospitality in various countries (Allen et al., 2024; Chakraborty & Baltes, 2025; Kılıç et al., 2026; Singh & Vanka, 2021; Tu et al., 2024; Weisberger et al., 2026). When mothers decide to return to paid employment after a career break, they encounter more than administrative requirements or the challenges of securing employment. Workforce reentry represents a psychologically and socially demanding transition involving the renegotiation of personal and professional identities (Freeney et al., 2025; Soon et al., 2025; Tu et al., 2024). This process may involve identity distancing, whereby mothers psychologically distance themselves from an exclusively caregiving identity, alongside the reactivation of their professional identity (Freeney et al., 2025).

Previous research has indicated that many mothers experience diminished career confidence and self-efficacy during employment interruptions (Marimuthu et al., 2025; Tu et al., 2024). Concerns about skill obsolescence (deskilling), weakened professional networks, and difficulties balancing multiple responsibilities can undermine confidence in their ability to resume professional roles (Allen et al., 2024; Marimuthu et al., 2025; Tu et al., 2024). Reduced career self-efficacy may discourage women from pursuing positions aligned with their previous qualifications and experience, potentially contributing to an earnings penalty following workforce reentry (Freeney et al., 2025).

Consequently, diminished career self-efficacy during workforce reentry may become a psychological barrier to career mobility and professional advancement. Some returning mothers experience occupational downgrading, reduced compensation, or withdrawal from the labor market (Soon et al., 2025). From economic and organizational perspectives, facilitating the return of highly educated and experienced women is important for addressing talent shortages, preserving human capital, and promoting gender equality in employment (Das et al., 2024).

Contextual support plays an important role in facilitating successful workforce reentry. Support from supervisors, family members, and organizations has been associated with reduced work-related stress and improved psychological well-being among returning mothers (Begum et al., 2024; Kang & Kaur, 2020; Zulkifli & Hamzah, 2024a). Family-to-work conflict can also intensify competing role demands, making effective boundary management an important resource for maintaining career engagement (Halinski et al., 2025). Furthermore, organizational initiatives such as structured returnship programs, dedicated employment reintegration internships, and individualized work arrangements, commonly referred to as idiosyncratic deals (i-deals), may help women overcome barriers to workforce reentry (Kaushiva & Joshi, 2020; Qin & Huang, 2024; R & Soumyaja, 2025).

Despite the growing importance of this issue, much of the existing research on maternity-related career breaks and workforce reentry has emphasized descriptive accounts of women's experiences and employment barriers (Freeney et al., 2025). Previous studies have frequently examined external constraints, including inadequate childcare provision and inflexible working arrangements, while providing less integrated attention to the

psychological processes through which career self-efficacy develops, declines, and recovers (Freeney et al., 2025). A systematic literature review (SLR) was therefore undertaken to synthesize recent empirical findings and develop a comprehensive understanding of career self-efficacy during working mothers' workforce reentry. Specifically, this review addressed three research questions: (1) How does career self-efficacy develop and fluctuate throughout the workforce reentry transition? (2) Which psychological and structural barriers undermine career self-efficacy? (3) Which individual and contextual factors facilitate its restoration?

Social Cognitive Career Theory (SCCT) conceptualizes career development as a dynamic process shaped by interactions among personal characteristics, behavioral factors, and environmental influences (Kang & Kaur, 2020). Within this framework, career self-efficacy represents an individual's confidence in their ability to perform tasks and manage challenges associated with career development and decision-making (Kang & Kaur, 2020). Self-efficacy influences career interests, goal setting, effort, persistence, and responses to obstacles encountered during professional transitions. Accordingly, SCCT provides a theoretical foundation for examining how working mothers' career aspirations and reentry decisions are shaped by the interaction between personal agency and contextual opportunities or constraints.

Among mothers returning to employment, career self-efficacy may be undermined by perceived skill obsolescence (deskilling) and the potential depreciation of occupation-specific human capital during extended career interruptions (Das et al., 2024; Freeney et al., 2025; Singh & Vanka, 2021). Drawing on the broader social cognitive foundations of SCCT, self-efficacy beliefs are influenced by four principal sources of information: (a) mastery experiences, involving successful task performance; (b) vicarious experiences, involving observation of others' achievements; (c) verbal persuasion, including encouragement and constructive feedback; and (d) physiological and affective states. During maternity-related career breaks, opportunities to accumulate recent occupational mastery experiences may become limited, while reduced professional interaction can restrict access to relevant role models and performance feedback. In addition, anxiety associated with caregiving responsibilities and anticipated workforce reentry may negatively influence perceived professional competence (Singh & Vanka, 2021).

The restoration of career self-efficacy may be facilitated through opportunities to rebuild professional competence and obtain successful performance experiences, including participation in reskilling, upskilling, and structured returnship programs (Das et al., 2024; Kaushiva & Joshi, 2020; Marimuthu et al., 2025). These initiatives can provide returning mothers with opportunities to demonstrate their capabilities, update occupation-specific knowledge, and regain confidence in their professional skills. Such experiences may reduce uncertainty regarding employability and strengthen perceived readiness to resume employment following a career interruption (Kaushiva & Joshi, 2020; Qin & Huang, 2024).

Beyond individual psychological resources, SCCT emphasizes the role of contextual supports and barriers in shaping career-related beliefs, goals, and actions (Kang & Kaur, 2020). Workplace support, including supportive supervision and inclusive organizational policies, may buffer the adverse effects of occupational stress and contribute to improved psychological well-being among returning mothers (Begum et al., 2024; Kang & Kaur, 2020). Support outside the workplace, particularly emotional and practical assistance from spouses and family members, can also facilitate the management of competing caregiving and employment responsibilities (Kang & Kaur, 2020). Successful workforce reentry therefore involves an interaction between women's agency in reconstructing their professional identities and the availability of social and organizational resources that support the integration of work and family responsibilities (Kang & Kaur, 2020; Singh & Vanka, 2021).

A maternity-related career break represents more than a temporary interruption in employment; it may involve a substantial transition in personal responsibilities, social expectations, and professional identity (Singh & Vanka, 2021; Tu et al., 2024). Such interruptions can contribute to nonlinear career trajectories, particularly when women assume primary responsibility for childcare and other domestic obligations (Das et al., 2024; Freeney et al., 2025). During these periods, some mothers experience identity-related tensions arising from the perceived incompatibility between their previous professional roles and their current caregiving responsibilities. Internalizing socially restrictive perceptions of motherhood may further undermine professional confidence and career self-efficacy (Freeney et al., 2025).

These tensions may be intensified by competing cultural and organizational expectations. The ideology of intensive mothering emphasizes extensive maternal involvement in children's development and well-being, whereas the ideal worker norm prioritizes continuous availability and strong organizational commitment (Freeney et al., 2025). Although professional roles may become less prominent during maternity-related career breaks, the concept of lingering identity suggests that previously established professional identities can persist and continue to influence future career aspirations (Freeney et al., 2025). This persistence may facilitate identity distancing, through which mothers reconsider the centrality of their caregiving identity and create psychological space for renewed engagement with their professional roles. Rather than necessarily rejecting motherhood, this process may involve redefining the relationship between caregiving responsibilities and professional aspirations.

Workforce reentry can therefore represent an important period of identity work, during which mothers renegotiate and integrate their caregiving and professional identities into a coherent sense of themselves as working mothers (Freeney et al., 2025; Tu et al., 2024). This transition may require adjustments to daily routines, personal expectations, workplace relationships, and established family responsibilities, creating psychological and practical challenges that require both individual adaptability and contextual support (Tu et al., 2024). The reactivation of professional identity depends not only on women's agency in reconstructing their occupational self-concept and managing professional interactions but also on recognition and support from their social and organizational environments. Consequently, successful identity integration may strengthen career self-efficacy, facilitate sustained workforce participation, and contribute to psychological well-being during the transition back to employment (Freeney et al., 2025).

METHOD

This study employed a systematic literature review (SLR) methodology following the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines to ensure transparent, systematic, and reproducible literature identification, screening, and synthesis.

Literature Search Strategy

Articles were searched in seven major academic databases: Scopus, Wiley Online Library, EBSCOhost, Emerald Insight, Sage Publications, PubMed, and Taylor & Francis Online. Grey literature was also searched through Google Scholar to ensure broad coverage of studies. The search keywords were formulated using Boolean operators (AND/OR) as follows:

> (“career self-efficacy” OR “self-efficacy” OR “career confidence” OR “self-belief”) AND (“working mothers” OR “working women” OR “female employees” OR “mothers”) AND (“re-entry” OR “re-entry transition” OR “return to work” OR “career break” OR “maternity leave”)

The initial search yielded 932 potential articles. After duplicates were removed and records were screened by title and abstract, 139 articles remained for in-depth review. The full-text eligibility assessment ultimately produced 22 key articles (12 quantitative and 10 qualitative studies) that met all inclusion criteria and were judged to be of good methodological quality. The selection process is summarized in Figure 1.

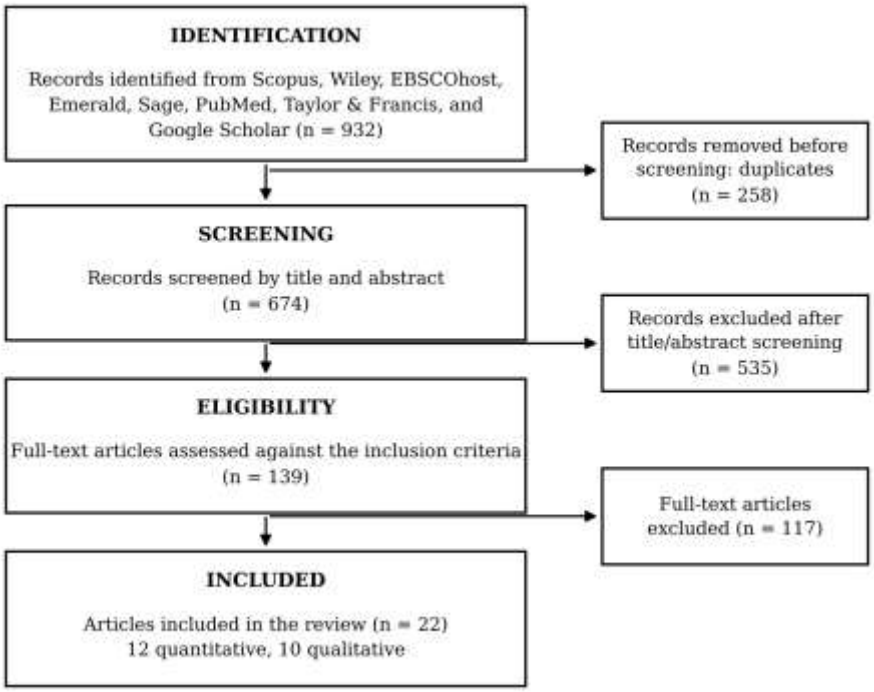


Figure 1. PRISMA flow diagram of the article selection process

Inclusion and Exclusion Criteria

To maintain the quality and relevance of the analysis, strict selection criteria were applied. The inclusion criteria were: (a) peer-reviewed scientific journal articles; (b) a focus on working mothers returning to work after a maternity or childcare career break, with a break lasting from at least three months up to several years; (c) coverage of self-efficacy, confidence, identity transition, work-family conflict, or factors that support re-entry; (d) publication within a period relevant to the development of modern organizations (2020–2026); and (e) publication in Indonesian, English, or another language understood by the researchers.

The exclusion criteria were: (a) review papers, books, book chapters, or conference proceedings that were not fully peer-reviewed; (b) studies focusing on career transitions in general without highlighting motherhood or the maternity break; and (c) studies that did not separate data on female respondents with a domestic career break from the general working population.

Data Analysis

Data from the selected articles were extracted and analyzed using thematic analysis to group the causes, barriers, and enablers of self-efficacy during the re-entry transition.

RESULTS AND DISCUSSION

The systematic synthesis of the 22 selected articles shows that the dynamics, barriers, and enablers of career self-efficacy among mothers re-entering the workforce after a maternity career break are intertwined in complex ways. The findings are presented narratively in three themes that correspond to the research questions, followed by an integrative discussion.

Dynamics of Career Self-Efficacy during the Re-entry Transition

The fluctuation of working mothers' self-belief during the transition is not linear. It follows a U-shaped curve that describes a phase of intense psychological disruption and recalibration. In the pre-break phase, women generally hold an established professional identity with very strong career self-efficacy, especially those working in sectors that demand specific expertise, such as medicine, academia, or information technology.

When they take a career break to give birth and raise children, however, their attention shifts almost entirely to the domestic role. The prolonged absence of direct professional mastery experiences gradually dims the worker identity, which becomes dormant as a *lingering identity* (Freeney et al., 2025). During this phase mothers are often afflicted by intense emotional anxiety and begin to doubt their own professional worthiness in the eyes of industry. This insecurity peaks during the preparation to return to work, when the fear of failing to compete again dominates their thinking.

Self-efficacy begins to show clear signs of recovery only after re-entry is actually carried out. Once mothers re-enter the work ecosystem and obtain confirmation of their professional ability by completing real tasks, their self-belief is gradually reconstructed. This recovery is nevertheless highly sensitive to the quality of the interactions and feedback received during the first months back at work. When mothers face overly burdensome tasks or an unsupportive environment, the recalibration of self-efficacy may be hindered or even reversed, and in some cases it forces them to withdraw entirely from the labor market (*retreating*) (Soon et al., 2025).

Psychological and Structural Barriers Suppressing Career Self-Efficacy

The pressure on the career self-efficacy of re-entering mothers arises from a two-way interaction between internal psychological friction and external structural barriers in the socio-organizational environment. Internally, concern about the decline of technical skills (*deskilling*) is the most daunting specter for mothers who have long been outside the formal work environment (Das et al., 2024; Singh & Vanka, 2021). The fear that their cognitive capacity has been dulled by repetitive domestic routines often triggers the *imposter phenomenon*, in which they feel no longer entitled to call themselves professionals.

This condition is aggravated by the psychological pressure of internalizing the cultural norm of intensive mothering (Freeney et al., 2025). Returning mothers are often troubled by deep guilt over feeling that they have neglected their children, which leads to self-stigmatization and limits their belief that they can balance domestic and professional roles. As a result they feel trapped in the subjective label of "just a mom," which dramatically erodes their professional confidence.

On the other side, structural external barriers widen the gap that suppresses self-efficacy. Hiring managers and human resource practitioners often display an implicit bias in the form of a *maternal penalty*. They assume a priori that women with a maternity career break have low work commitment, depreciated competence, and very limited time flexibility. Rejection or belittling comments from recruiters during the job search have been shown to damage applicants' self-efficacy psychologically. In addition, the absence of inclusive physical infrastructure and policies in the workplace, such as inadequate lactation rooms, rigid working hours, and unrealistic overtime expectations, systematically creates enormous multiple-role stress that gradually erodes mothers' belief that they can survive in the professional world.

Enablers in Reactivating Career Self-Efficacy

Although the road back to an established career is full of heavy psychosocial challenges, the reviewed literature identifies an ecosystem of mutually reinforcing enablers that reactivate mothers' self-efficacy. At the personal level, self-agency plays a crucial initial

role through identity distancing (Freeney et al., 2025). Mothers consciously reconstruct psychological boundaries to separate themselves from complete attachment to the domestic maternal role, which gives mental space for the worker identity to revive. This agency also takes the form of proactive independent *upskilling*. By taking certification programs, short technology courses, or brief education during the re-entry preparation period, mothers mitigate the fear of skill depreciation and strengthen their bargaining position vis-à-vis hiring managers (Das et al., 2024; Marimuthu et al., 2025).

At the relational level, external contextual support proves to be the most effective catalyst in restoring career self-efficacy. Within the family, spousal support in the form of an equal division of domestic and childcare tasks is a primary predictor of mothers' mental readiness (Kang & Kaur, 2020). When husbands are actively involved in household matters, mothers' cognitive load and guilt can be reduced significantly. At work, empathetic and flexible supervisor support gives mothers a strong sense of psychological safety to readjust without fear of being judged (Zulkifli & Hamzah, 2024a). The presence of welcoming colleagues and friendly relationships at the office also contributes greatly to rebuilding a professional sense of belonging.

At the systemic level, structured organizational interventions in the form of *returnship* programs act as a highly reliable bridge, because they provide a low-risk learning environment under the guidance of mentors (Kaushiva & Joshi, 2020; Qin & Huang, 2024). Finally, access to credible and affordable childcare (*day care*) near the workplace or home gives peace of mind that frees mothers' mental capacity to focus fully on their career achievement.

Integrating Personal Agency and Contextual Support

The re-entry of working mothers is a complex role transition in which individuals must manage changes in routines, personal assumptions, and the reactivation of a professional identity that had become latent, or a *lingering identity* (Freeney et al., 2025; Soon et al., 2025; Tu et al., 2024). The findings show that the "just a mom" identity often dominates during the break, so that identity distancing is needed to make room for the return of the worker identity (Freeney et al., 2025; Soon et al., 2025). From the standpoint of transition theory, the success of this phase is largely determined by individuals' mental readiness to face the shift in subjectivity from the domestic sphere back to the professional sphere (Freeney et al., 2025; Tu et al., 2024).

The synthesis clarifies that career self-efficacy is the main driver of the quality of working mothers' re-entry transition. Within the SCCT framework, it determines the extent to which individuals dare to take action and persist in facing the challenges of transition (Kang & Kaur, 2020). During a maternity career break, self-efficacy is often vulnerable because of perceived deskilling and the depreciation of human capital (Freeney et al., 2025; Soon et al., 2025). Low career self-efficacy becomes an internal barrier that pushes women to apply for positions with lower rank and pay, an income penalty, even though their earlier qualifications were considerably higher (Freeney et al., 2025; Priya et al., 2023; Soon et al., 2025).

Restoring self-efficacy cannot be left to the individual mother alone (individual agency). It requires dynamic interaction with her social and organizational environment (contextual support). This is where integrating SCCT with Schlossberg's 4S model becomes important (Tu et al., 2024). When a mother decides to practice identity distancing, she mobilizes her *Self* and *Strategies*. This step will be hindered, however, if the *Support* in her environment is not conducive. For example, if a husband still holds traditional patriarchal values and gives neither emotional nor practical support, the tension of domestic roles will prevent the mother from refocusing her energy on reactivating her career (Kang & Kaur, 2020).

In the professional domain, the findings of Kaushiva and Joshi (2020) on the efficacy of returnship programs show the importance of structured organizational intervention. A

returnship is essentially a manipulation of the environment that offers sources of vicarious learning (seeing other mothers return to work successfully) and social persuasion (positive feedback from work mentors), which in turn generate new mastery experiences for working mothers. Hiring managers' prejudice against applicants with a career break can be reduced by providing individuating information that shows the mother's competence has not disappeared but merely lain dormant (Kaushiva & Joshi, 2020).

Furthermore, Zulkifli and Hamzah (2024a) underline the central role of the workplace micro-ecosystem, particularly supervisor support. In developing countries such as Malaysia and Indonesia, where lower-to-middle-income working mothers often face great difficulty in balancing roles, supervisor support acts as a psychosocial buffer that slows the decline of self-efficacy under workload pressure and multiple-role conflict. Overall, successful re-entry reflects a synergy between women's active agency and a supportive ecosystem that shapes their outcome expectations (Kang & Kaur, 2020; Kishik & Pors, 2026; Singh & Vanka, 2021). Flexible work policies and personalized work arrangements (*idiosyncratic deals*) allow mothers to remain productive without sacrificing their caregiving responsibilities (R & Soumyaja, 2025). By integrating internal cognitive reactivation with strong environmental support, organizations not only help individuals psychologically but also contribute significantly to talent diversity and the sustainability of women's careers (Das et al., 2024; Marimuthu et al., 2025; Singh & Vanka, 2021).

Theoretical and Practical Implications

This systematic review makes a significant theoretical contribution by extending the application of SCCT to non-linear models of women's careers. Through a synthesis of recent literature, the study shows that women's career self-efficacy is not a static cognitive entity but a dynamic process that is highly vulnerable to cycles of interruption, dormancy, and reactivation. This finding challenges the traditional SCCT assumption that often depicts career paths as cumulative, linear development. The review also reconstructs Schlossberg's Transition Theory by illustrating how the return of a previously dormant professional identity (*lingering identity*) can be accelerated when personal coping mechanisms (*identity distancing*) are firmly integrated with supportive socio-contextual facilitators. The theoretical integration thus adds depth to the understanding of women's career cognition by highlighting that professional confidence depends heavily on how adaptively the social ecosystem responds to the role conflicts individuals face.

Practically, the findings offer a clear roadmap for organizations and Human Resource Development (HRD) practitioners to build work ecosystems that are friendly to re-entering working mothers. Companies are encouraged not merely to receive applications passively but to actively create structured returnship programs, such as three- to six-month re-entry internships, that give mothers a safe learning space to update their technical skills without the shadow of direct performance sanctions. HRD should also reform working-time policies by formalizing Flexible Work Arrangements, such as hybrid work, flexible hours, or a proportionally reduced temporary workload. These policy measures are effective in mitigating transition stress and securing the retention of top female talent. At the level of micro-leadership, empathy-based training for supervisors and line managers is a necessity, so that they can detect the implicit bias of the maternal penalty, stop the stigmatization of multiple roles, and facilitate mothers' practical needs, such as safe and comfortable lactation rooms in the workplace.

Limitations and Directions for Future Research

Although this systematic review makes a comprehensive contribution, several contextual and methodological limitations should be acknowledged. The main limitation stems from the geographical and socio-cultural bias of the primary literature synthesized. Most

of the recent empirical studies originate from Western countries, India, China, or Malaysia, where social support structures, government employment regulations, and childcare values have their own particularities. The findings therefore require careful local contextualization when applied to Indonesian society, which has a strong patrilocal value system that is counterbalanced by a very active extended family support network. In addition, the earlier studies concentrate on high-skill sectors such as information technology, medical anaesthesiology, academia, and star-rated hotel management. This leaves a wide knowledge gap on the dynamics of career self-efficacy among mothers who re-enter the informal sector, manufacturing, or general administrative work, where job vulnerability and resource constraints are very different.

Future research should therefore fill these gaps, particularly in the local Indonesian context. Researchers are encouraged to design longitudinal empirical studies, quantitative or mixed-methods, that track the development of working mothers' career self-efficacy in Indonesia periodically, from pregnancy and the maternity career break to twelve months after re-entry. Such studies are crucial for capturing the influence of Indonesia's collectivist culture and for testing the effectiveness of extended family support as a domestic coping buffer. Experimental or field evaluation studies are also needed to test the direct impact of specific HRD interventions, such as career mentoring programs, returnship cohorts, or family-friendly supervisor leadership training, on psychological resilience, job satisfaction, and the reduction of turnover intentions among returning mothers.

CONCLUSION

This systematic literature review concluded that career self-efficacy was an important psychological factor influencing working mothers' successful workforce reentry following maternity-related career breaks. The synthesized findings suggested that career self-efficacy followed a potentially dynamic trajectory, characterized by relatively established professional confidence before the career break, diminished or latent confidence during the employment interruption, and gradual restoration during workforce reentry. These changes were associated with tensions between caregiving responsibilities and professional identity, although the available evidence did not establish a uniform trajectory across all working mothers.

The decline in career self-efficacy was associated with several psychological and structural barriers, including anxiety about skill deterioration (deskilling), guilt arising from societal expectations surrounding motherhood, and workplace discrimination associated with the motherhood penalty. Conversely, the restoration of career self-efficacy was facilitated by the interaction between individual agency and contextual support. Important individual factors included professional identity reconstruction, identity distancing, and proactive skills development (upskilling), while contextual resources included equitable sharing of domestic responsibilities between partners, empathetic supervision, flexible working arrangements, and structured workforce reentry programs, such as returnships. Overall, the findings emphasized that sustainable career reintegration required both mothers' active engagement in rebuilding professional confidence and supportive family and organizational environments that reduced barriers to workforce participation.

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CONFLICT OF INTEREST

The authors declare a conflict of interest related to the requirements for obtaining a degree. This research and the preparation of the manuscript form part of the academic obligations that must be fulfilled as a graduation requirement. Nevertheless, this interest did not affect the objectivity of the research, the analysis, or the presentation of the findings in this manuscript.

AUTHOR CONTRIBUTIONS

Author 1 contributed to the writing and preparation of the entire manuscript, from developing the ideas and conducting the analysis to refining the manuscript. Author 2 acted as supervisor, providing direction, feedback, and oversight throughout the research and writing process.

GENERATIVE AI STATEMENT

The authors declare that generative artificial intelligence (AI) was used in the preparation of this manuscript on a limited basis, solely to help improve grammar, check the accuracy of language use, and support the translation of the manuscript into English. All ideas, analysis, and scientific substance of the manuscript are the result of the authors' own thinking, and the authors are solely responsible for the accuracy and final content of the manuscript.

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