



A STUDY ON WORK-LIFE BALANCE AMONG NURSES AT VELLOREHOME CARE NURSING AND MEDICAL SERVICES

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ABSTRACT

Work-life balance refers to the ability of individuals to manage their personal and professional responsibilities and commitments effectively. For nurses, this includes balancing their work demands with their personal life, such as spending time with family, pursuing hobbies, and maintaining their physical and mental health. Work-life balance among nurses has identified several factors that can affect their ability to achieve a balance between work and personal life. These include job demands, workload, shift schedules, availability of support, and organizational culture. The lack of work-life balance can lead to negative outcomes such as job dissatisfaction, turnover, and decreased quality of patient care. Work-life balance among nurses has identified several factors that can affect their ability to achieve a balance between work and personal life.

The study demonstrates the work-life balance among nurses. The study done is a descriptive study and the primary data are collected by structured questionnaire. The study is with sample size of 80 nurses collected by Simple Random sampling technique and the statistical analysis is done using Percentage analysis, Weighted average, and Chi-square method.

The study concludes that the respondents were overall satisfied with, organizational culture, support system at work and satisfied to plan their day-to-day activities. However, nurses able to balance their work life and family life. Most of the nurses feels that they need to work extra hours, and being stressed the time they spent at work and travelling.

INTRODUCTION

Work-Life Balance is a broad concept including proper prioritizing between 'Work' on one hand and 'life' on the other. In the broader sense, the term includes "lifestyle balance". Globalization, downsizing, and flexible work patterns have left many doctors with a feeling of increasing work demands and pressure, and a daily struggle to manage their work and family responsibilities. Balancing professional and personal life, better productivity and harmonious life has become challenging. Work life balance can be defined as the perfect integration between work and life both not interfering with each other.

The performance of any hospital depends on its Doctors, which in turn depends on numerous other factors. They can be work related or family related or personal. How a person manages various aspects of his life helps in achieving balance at work and in private life. A major portion of an individual is spent at the work. Any problem either at workplace or at personal life will definitely affect the balance and thus it is very much essential that both are maintained well.

The nature of their work requires the healthcare professionals to work in shifts, work overtime, report to duty at odd hours, take care of people who are sick and are sometimes terminally ill. The recent trends like growing population, increasing awareness about healthcare will be putting a lot of burden on Healthcare system. It is important to study the determinants of work life balance among Health care professionals, because they play a critical role in determining the efficiency, effectiveness and sustainability of health care system.

Work life balance is about effectively managing the distort between paid work and other activities that are important to us - including spending time with family, taking part in sports and recreation.

REVIEW OF LITERATURE

Shobitha poulose, N Sudarsan (2017) says that The purpose of this paper is to investigate the influence of work-related factors, namely work overload and work support on work-life balance (WLB) dimensions and its significant impact on work satisfaction particularly among South Indian nurses in the healthcare sector. The study adopted Barron and Kenny's mediated regression analysis. Work satisfaction showed a significant negative relationship with work overload and a positive relationship with work support. WLB dimensions, namely work to

personal life strains, personal life to work strains, work to personal life gains (WPLG) and personal life to work gains mediated the relationships between work support and work satisfaction , Antonio Ariza-Montes (2020) says that The balance of personal life with professional life is a topical issue that is increasingly worrisome due to globalization, the rapid introduction of new technologies into all areas of human life, the overlap between time between work and family, new organizational systems, and changes in the nature of work. In conclusion, the present research shows that effective management of nurses' work context can decisively contribute to finding the difficult balance between personal and professional time, Mohd Said Nurumal(2017) says that The study has contributed to evaluate work-life balance and its related factors among teaching hospital nurses. It was aimed to examine the work-life balance and its related factors among teaching hospital nurses, Anandan, Karunakaran (2016) says that The balance on work and family is properly prioritized between one's career and personal life. It is not meant for equal balance in units of time between work and family but includes each individual's needs, experiences, and goals, and there is not a single thing for all solution. Work life balance is a challenge able task for the employees especially to women employees. Handling both family and work is a difficult job. Nursing professional is the one who provides care and support the patients. Thus the present study focuses on the work life balance of the nursing professionals. The findings of this study show that nursing professional has a moderate level of work interference in life and life interference in work. The overall work life balance shows a moderate level among the nursing professionals, Kirti Shivakumar (2017) says that Today, more than ever before there is an increased concern about the impact and relationship of an employee's personal and professional life. organizational perspective of work life balance is varied. It is difficult to establish the right balance between work and family in the healthcare sector. The objective of this research was to understand the HR practices of the organisation with specific referenceto Work Life Balance of employees. The paper looks into the various aspects of work life balance at ABC Health Care and suggests some practices which could aim at reducing the work-life conflict, thereby increasing work life balance. Keywords: Work –Life Balance, Work- life conflict, Service Sector, Health Care Sector.

OBJECTIVES

1. This study aims to understand the existing level of work-life balance among nurses. It also aids in to identify the problems or factors affecting the Work-life balance of nurses.

RESEARCH METHODOLOGY

2. The area of research focuses on the work-life balance among nurses. The study was conducted from March 1st, 2023 to April 15th, 2023. The research design of this study is descriptive research and the survey was conducted among the nurses of the organization. The study is to identify the problems or factors affecting the Work-life balance of nurses. Primary data was collected using a questionnaire designed specifically to attain the objectives of the study. The survey was conducted for 80 Nurses. The sampling Technique used in this study is Simple Random Sampling. Analysis of the data was performed using Microsoft Excel and SPSS software. The tools used to analyze the collected data are Percentage Analysis, Weighted average, and Chi- square Analysis.

DATA ANALYSIS AND RESULTS

5.1 Percentage Analysis on Demographic Data

A total of 80 nurses have responded to the survey, of which 83% were Female and 17% were Male. Details regarding the demographic data of the nurses are presented in **Table 1**.

TABLE 1

Variables	Categories	N=80	Percentage
GENDER	Male	14	17%
	Female	66	83%
AGE	21-30	48	60%
	31-40	28	35%
	41-50	3	4%
	>50	1	1%
MARITAL STATUS	Married	48	60%
	Unmarried	32	40%
EDUCATIONAL STATUS	Diploma	35	44%
	B. Sc	12	15%
	GNM	18	22%
	ANM	15	19%
YEARS OF SERVICE	0-5 years	53	66%
	5-10 years	24	30%
	10-15 years	3	4%

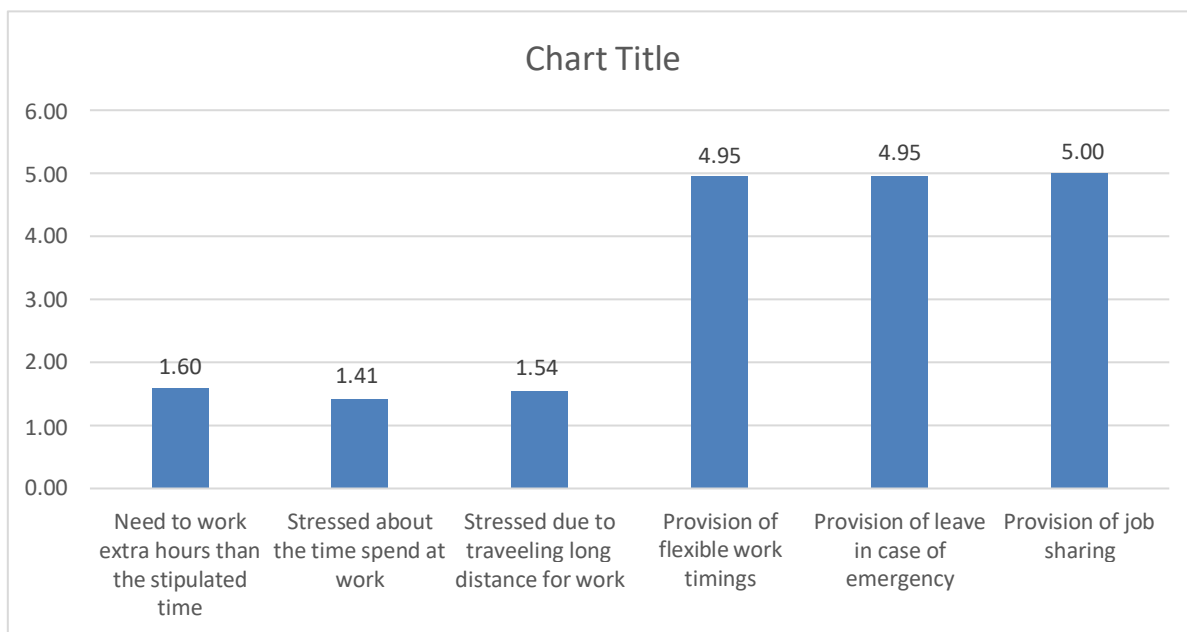
Table 1 – Demographic characteristics of the nurses.

5.2 Weighted Average Analysis on Stress Factors

a) **Table 2** represents the variables related to responsible for job related factors for work-life balance among nurses. After analyzing the data, it can be noticed that most of the nurses feels stressed about the time spent at work **Chart 1** depicts the job related factors contributing to work-life balance among nurses.

SL NO.	PARAMETERS	always	often	Sometimes	rarely	never	WEIGHTED AVERAGE
1.	Need to work extra hours than the stipulatedtime	59	1	14	5	1	1.6
2.	Stressed about the time spent atwork	60	9	10	0	1	1.4
3.	Stressed due to traveling long distance for work	57	6	11	4	1	1.5
4.	Provision of flexible work timings	78	1	0	1	0	4.9
5.	Provision of leave in case of emergency	79	0	0	0	1	4.9
6.	Provision of job sharing	80	0	0	0	0	5

Table 2 – Weighted average Analysis of job related factors among nurses.



5.3 Chi-Square Analysis

ASSOCIATION BETWEEN THE STRESS DUE TO TIME SPENT AT WORK AND THE AGE OF RESPONDENTS

AGE GROUP (IN YEARS)	STRESSED ABOUT THE TIME SPEND AT WORK				TOTAL	
	Always	Sometimes	Rarely	Never		
21 - 30	40	3	4	1	48	
31 - 40	18	4	6	0	28	
41 - 50	2	1	0	0	3	
Above 50	0	1	0	0	1	
Total	60	9	10	1	80	
					p-value	0.046

H₁ is accepted . There is significance association between the stressed about the time spend at work in Vellore Home Care Nursing and Medical Services among age of respondents.

ASSOCIATION BETWEEN THE LEVEL OF STRESS AT THE TIME SPENT AT WORK AND THE EXPERIENCE OF RESPONDENTS

EXPERIENC E (IN YEARS)	LEVEL OF STRESS AT THE TIME SPEND AT WORK				TOTAL
	Always	Sometimes	Rarely	Never	
0 - 5	45	4	3	1	53
5 - 10	15	3	6	0	24
10 - 15	0	2	1	0	3
Total	60	9	10	1	80
				p-value	0.00

H₁ is accepted

Since the significant value is less than the p-value <0.05.

There is significance association between the stressed about the time spend at work in Vellore Home Care Nursing and Medical Services and experience of respondents.

6. CONCLUSION

The work-life balance among nurses often find that nurses struggle to balance their personal and professional lives due to the demands and challenges of their job. Nurses often work long hours with irregular schedules, and are often required to work overtime or be on call. This can make it difficult for them to maintain a healthy work-life balance, which can have negative consequences on their physical and mental health, as well as their job satisfaction. The study concludes that the respondents were overall satisfied with, organizational culture, support system at work and satisfied to plan their day-to-day activities. However, nurses able to balance their work life and family life. Most of the nurses feels that they need to work extra hours, and being stressed the time they spent at work and travelling.

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