

PERCEPTION OF FEMALE NURSES ON WORK LIFE BALANCE- A STUDY ON PUBLIC HOSPITALS OF BANGALORE

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Abstract:

This study investigates the work-life balance of nurses working in public hospitals. The aim of the study is to investigate the implementation of work-life balance in the hospitals. The study looks into individual strategies used by nurses and the influence of work-life balance on the nurses in public hospitals. These hospitals face several challenges in achieving work-life balance, especially for married staff employed in such hospital. This investigation aims to comprehend the influence of work-life balance on the emotional and physical well-being of the workforces, specifically focusing on the challenges faced by nurses in managing their home and work responsibilities.

Methodology and Result: A survey was conducted to collect data from nurses working in the Government hospital for the study. The survey data was gathered through a well-designed questionnaire with a participation of 100 respondents.

The study has revealed that several hospitals have implemented work-life balance regulations. However, the staff are unaware of these policies. Seminars and discussions are being organized to inform them about these policies. This research demonstrates the importance of hospitals assisting nurses in effectively managing their work-life balance, since doing could enhance their performance and alleviate stress among the workforce in the hospitals.

Keywords: *Work life balance policies, Physical and Mental health, Stress, Performance.*

INTRODUCTION:

For overall wellbeing, achieving a balance between work and home life is essential, and this is especially true in professions that demand a high level of dedication and emotional involvement. One vital profession wherein this plays a crucial factor is nursing. Nurses play a dynamic role in the healthcare sector, often putting in long hours and simultaneously facing emotionally challenging situations. Work-life balance (WLB) mentions the equity and harmony between work and non-work features of life. The important perception is workers need to work in healthy environment combining both their physical and mental aspects. This is crucial for the sustainability of organizations. We must understand both the effects in striking a balance between work and family, such as work-family conflict, and the positive impact due to successful balancing of work and family life, such as work-family enrichment. Some strategies that nurses (and anyone facing similar challenges) can consider to maintain a healthier life balance are Prioritize Self-Care, Set

Boundaries, Continuous Communication Schedule Family Time, Utilize Support Systems, Flexible Work Arrangements and Mindfulness and Stress Reduction. Achieving a perfect balance is an ongoing process, and it calls for tunings based on changing circumstances. The success and productivity of the organization can be enhanced by prioritizing self-care and maintaining a healthy work-life balance. This perspective aligns with a growing recognition in modern workplaces that supporting employees in achieving a balance between their work and personal lives. This is not only ethically sound but also strategically beneficial for organizational performance. Organizations that invest in the well-being of their employees often experience improved morale, higher retention rates, and increased overall productivity. By focusing on aspects such as organizational policies, employee well-being, culture and satisfaction, employers can create a work environment that not only attracts top talent but also retains and nurtures the well-being of their current workforce. A balanced approach to work and personal life is increasingly seen as essential for employee morale, job satisfaction, and overall organizational success. Providing benefits like overtime pay, flexible working hours, and organizing family activities can greatly contribute to fostering a healthy work-life balance within an organization. Individuals, on the other hand, need to be proactive in setting boundaries, managing their time effectively, and communicating their needs proactively to ensure a healthy balance between their professional and personal lives. Implementing work-life practices not only benefits individual employees but also contributes to a positive organizational culture and increased productivity. It reflects an understanding that employees are not just workers but individuals with multifaceted lives, and supporting them in achieving a balance leads to a more satisfied and engaged workforce.

LITERATURE REVIEW

Hamel and Salganicoff (2020), the emergence of the coronavirus has resulted in increased levels of stress and poor mental health owing to the likelihood of the virus spreading among working moms. Based on the inference, it seems that working women may be responsible for a greater proportion of the load, which leaves them in a difficult situation with respect to the balance of other responsibilities.

The research conducted by K. H. M. K. Dayananda and S. M. A. K. Samarakoon [2019] investigates Job autonomy, work stress, financial support, and a healthy work-life balance can enhance the engagement and satisfaction of the nursing workforce in government hospitals in Sri Lanka. Implementing targeted interventions in these areas can lead to positive outcomes for both nurses and the healthcare system as a whole. D. Pande Kanchan and L. Lavallega. [2019] findings suggest that personal issues significantly impact the psychological well-being and work-life balance of female nurses. The lack of significant differences across age groups indicates a universal aspect of these challenges.

A. V. Aswalam, et,al, [2019] found the vast majority of women feel pressure when they are striving to find a balance between their career and their home responsibilities. The private hospitals sector bears a negative effect on important work and health outcomes which needs to improve working

conditions, that can contribute towards a more supportive and balanced environment for nurses, ultimately enhancing their job satisfaction, well-being, and the quality of patient care in private hospitals. Radhika R. and Meena Zenith N [2018], the study on valuable insights into the factors influencing the work-life balance of female physicians in private hospitals. The study underlines the positive impact of established work-life balance rules and practices on the effectiveness and success of female physicians in managing their professional and personal responsibilities. This can guide hospitals in developing supportive policies to create a conducive and balanced work environment for female physicians. Ayushi and Shrivastava [2017], social support, organizational factors, stress factors, and information technology factors as the most significant elements. These elements comprehensively can create an environment conducive to achieving and sustaining a healthy work-life balance. According to Fanny Y. F. Young [2013], research holds significance in shedding light on the work-life balance challenges faced by public hospital doctors, particularly in comparison to other professions. The findings confirm strategies and interventions aimed at improving the well-being and work-life balance of medical professionals working in demanding environments.

PROBLEM STATEMENT

The amount of work that a healthcare professional needs to do has increased drastically and that has led to major problems; simultaneously their personal life has begun to present its own trials and challenges in the present century. Keeping these circumstances under check is the most difficult task. The research has focussed on the work-life balance of female nurses in public hospitals in the city of Bangalore. By exploring factors in-depth, the research can provide valuable insights into the specific challenges faced by female nurses in the public hospitals in Bangalore and advise strategies to support their well-being and improve work-life balance.

Objectives:

1. The primary goal is to identify the variables that most affect work-life balance.
2. To be understand the strategies used by the company to preserve work-life balance.
3. To assess how staff members see their personal and work lives.

Research Methodology

The majority of the research's foundation is primary data that was collected from respondents, which comprised 100 nurses employed by the government hospitals in Bangalore. A survey to collect facts and figures was devised and used to collect the required data from working nurses. Data was collected from government institutions, such as Victoria Hospital and Minto Eye Hospital. The data was analysed using a practical sample technique of Excel and SPSS.

The significance of the research lies in its capability to provide insight on how successfully nurses manage their personal and professional lives. The primary objective is to investigate the major factors affecting the work lives of female nurses working in public hospitals.

Hypothesis

H1: Organisational and individual variables influence work-life balance.

H2: Organisational strategies have a major impact on work-life balance.

H3: Agreements on how to balance work and family life are having a major impact.

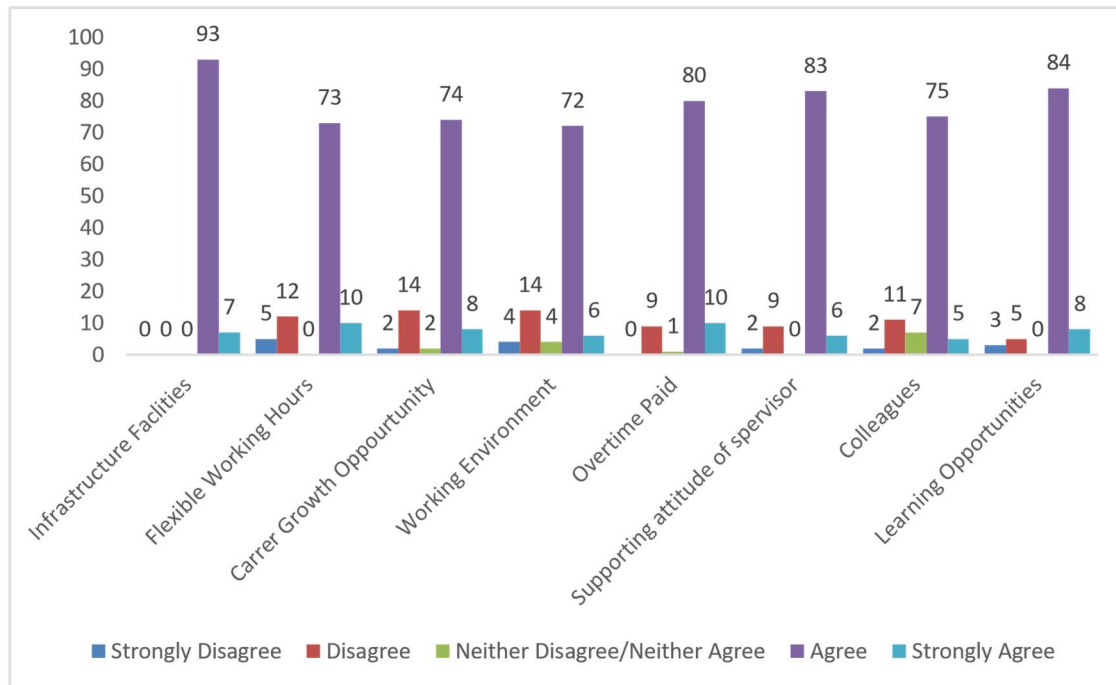
H4: Work-life balance is greatly influenced by flexible working arrangements.

DATA ANALYSIS: Result and Discussion Demographic profile.

Table No.1 demographic profile

	Category	Frequency	Total
AGE	18-25	24	100
	26-30	32	
	31-35	25	
	36 & above	19	
EDUCATION LEVEL	Diploma (GNM)	3	
	B.sc (Nursing)	32	
	M.sc(Nursing)	65	
WORK EXPERIENCE	1-3 years	27	100
	4-6 years	25	
	7-9 years	18	
	10 years and above	30	

It can be inferred from the data that the majority of nurses are in the 26–30 age range, and 65 percent of the respondents have an MSc in nursing. Most of the personnel at these hospitals have worked for 10 years or more.



Graph No. 1: Level of agreement on family and work-life balance factors.

Interpretation:

Suggests that a combination of factors, including infrastructure, relationships, scheduling, and learning opportunities, collectively contributes to a work environment that supports nursing professionals in balancing their personal and professional lives.

H1- Organizational and personal variables have a considerable impact on work-life balance.

Table No.1

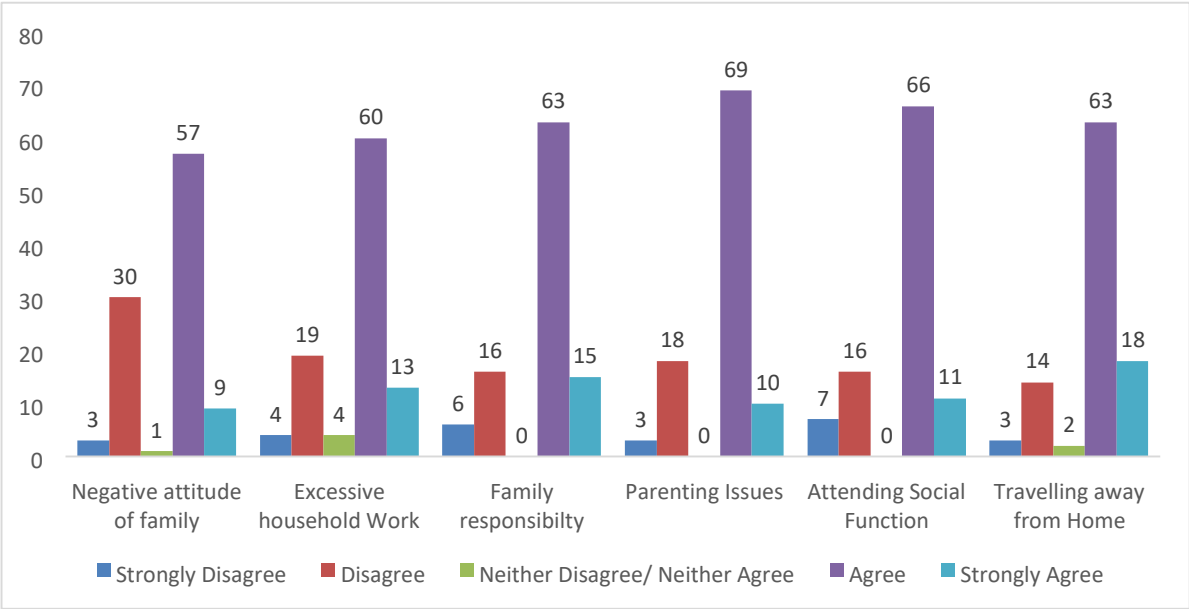
Model summary				
Mode 1	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.217 ^a	0.047	.027	.52249
a. Predictors (Constant), Pf, Factor				
b. Dependent variable: I am able to manage both my personal and career life				

ANOVA ^a						
Model		Sum of Squares	Wdf	Mean Square	F	Sig.
1	Regression	1.310	2	.655	2.399	.096a
	Residual	26.480	97	.273		

	Total	27.790	99			
a.Predictors(Constant), Pf, Factor						
b. Dependent variable : I am able to manage both my personal and career life						

Coefficientsa						
Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	2.898	.523		5.547	.000
	Factor	.126	.127	.100	.995	.322
	Pf	.142	.081	.177	1.759	.082
b. Dependent variable : I am able to manage both my personal and career life						

The analysis revealed that work-life balance was unaffected by organizational or personal characteristics. Given that the regression table's significant value is .096—a number larger than the p-value—it may be concluded that organizational and individual characteristics have no impact on work-life balance, negating the validity of hypothesis 1.



Graph No.2 -----

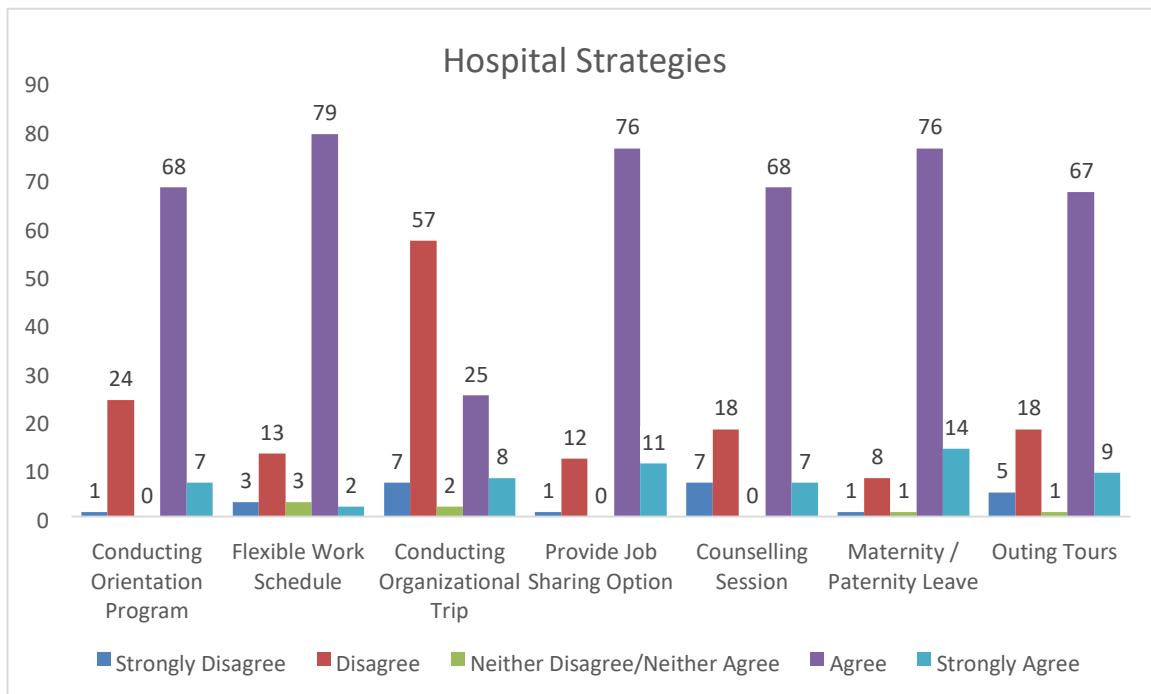
Observation:
 It has been noted that a spouse or family's unfavourable attitudes affects an individual's ability to balance work and personal obligations. A few of them have overbearing domestic duties and parenting challenges that affect their personal lives. It was also found that specific challenges related to their hectic work schedules and the overwhelming caregiving responsibilities on female nurses reflected on their personal lives which makes it challenging for them to manage work and life.



Graph No.3 The organization takes measures to manage the work life of workers.

Observation:

According to the study, a majority of respondents claim that hospitals have made efforts to manage nurses' work lives in order to help them overcome the challenges posed by their work. This suggests that some organizations are recognizing the importance of addressing the unique difficulties faced by nurses and are actively taking steps to support their work-life balance. By improving workers' professional lives, these efforts support both the organization's increased productivity and the maintenance of positive working relationships.



Graph No. 4: The hospital strategies that were implemented.

Observation:

The majority of nurses seem to be satisfied with the orientation program that was held and think it will have an effect on work-life balance. Hospitals use measures including job sharing, maternity leave, and counselling to help nurses feel positively engaged and motivated at work.

H2- Work-life balance is greatly influenced by organizational strategies.

Table No:2

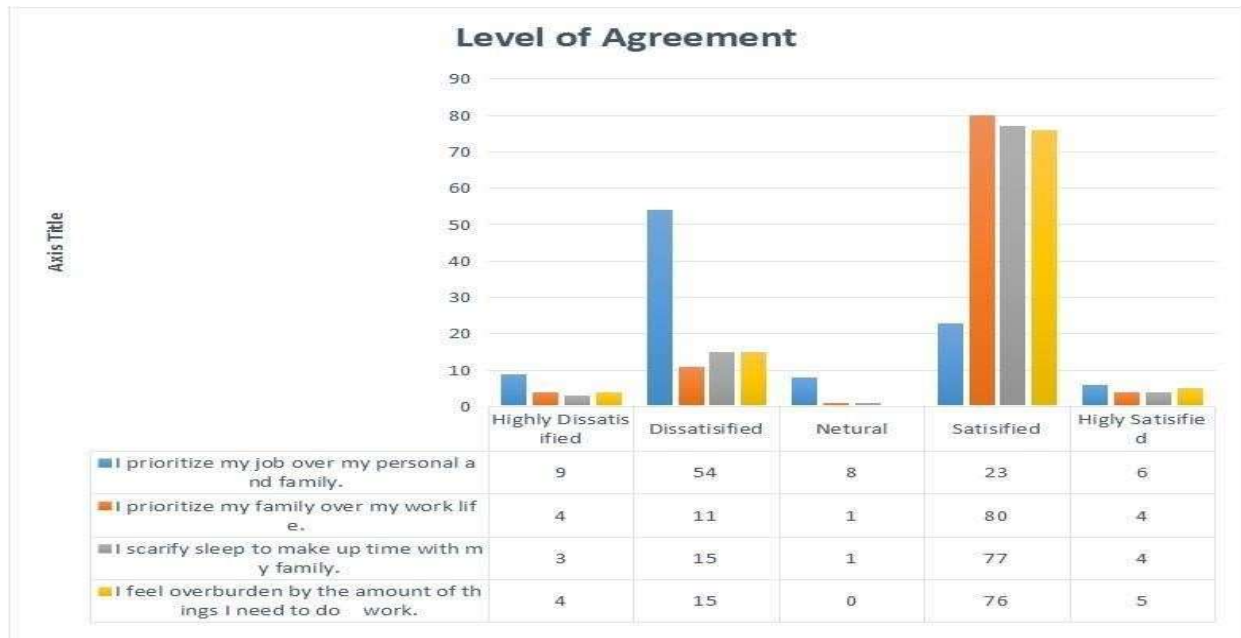
Model summary					
Mode 1	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.092 ^a	0.008	-.002		.53026
a. Predictors (Constant), Sh					
b. Dependent variable : I am able to manage both my personal and career life					

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.234	1	.234	.834	.363 ^a

	Residual	27.556	98	.281		
	Total	27.790	99			
a.Predictors(Constant), Sh						
b. Dependent variable : I am able to manage both my personal and career life						

Coefficients ^a						
Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	3.599	.324		11.120	.000
	Sh	.083	.091	.092	.913	.363
b. Dependent variable : I am able to manage both my personal and career life						

The findings revealed that organizational initiatives have a major impact on work-life balance. Acceptance of hypothesis 2 follows from the discovery that the regression table's significant values are smaller than the p-value, at.363. This suggests that organizational tactics have an impact on work-life balance.



Graph No. 5 Level of agreement.

Observation:

It can be inferred that majority of them believe that they select family over their work because of their support and affection. It also contributes to the development of their organization, society, and ideals. They are also overworked, as shown by the fact that they are sometimes given tasks that are above their skill level and are challenging for them to cope with and manage appropriately.

H3: Perception level agreements have a major impact on work-life balance.

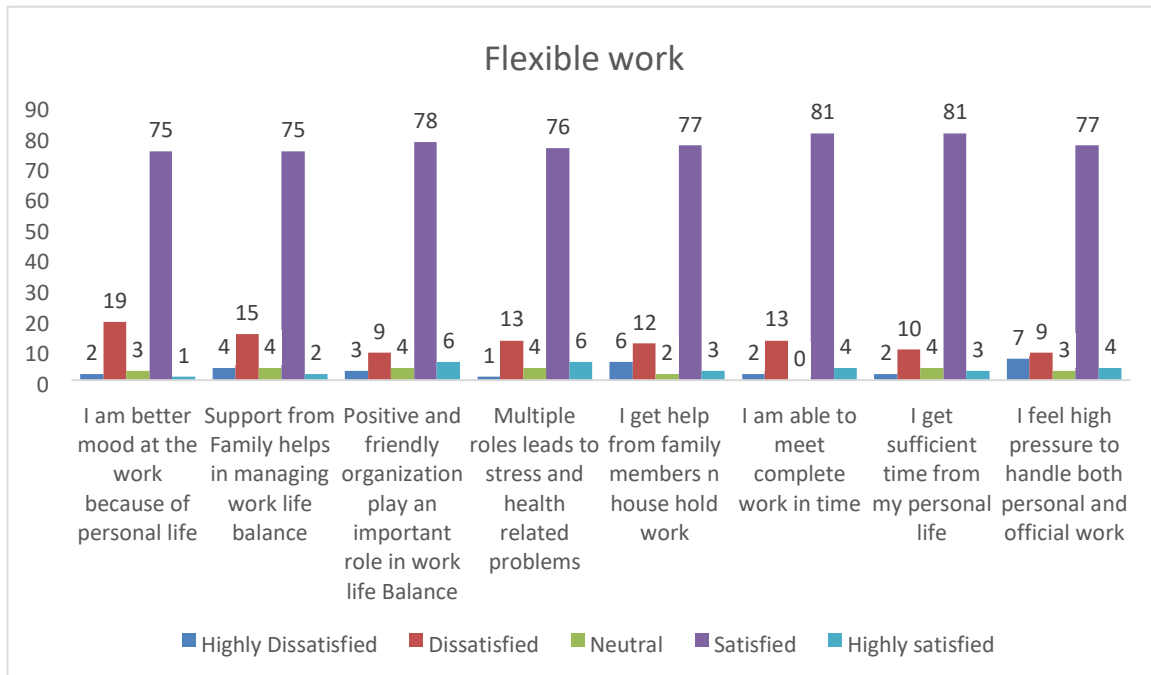
Table No:3

Model summary					
Mode 1	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.027 ^a	0.001	-.009		.53232
a. Predictors (Constant), 1g					
b. Dependent variable : I am able to manage both my personal and career life					

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.020	1	.020	.072	.790 ^a
	Residual	27.770	98	.283		
	Total	27.790	99			
a. Predictors (Constant), 1g						
b. Dependent variable : I am able to manage both my personal and career life						

Coefficients ^a						
Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	3.811	.300		12.701	.000
	1g	.023	.087	.027	.268	.790
b. Dependent variable : I am able to manage both my personal and career life						

The findings revealed that perception level have a major impact on work-life balance. Given that the regression table's significant value of .790 is larger than the p-value, it may be noted that perception of people has an impact on work-life balance, supporting the acceptance of hypothesis 3.



Graph No. 6: Response regarding flexibility towards work and family life

Observation:

Nurses believe they will have ample time to fulfil deadlines and finish tasks on time if hospitals allow for flexible work schedules. Additionally, users may choose the time to suit their own needs. Family support as well as enriching and welcoming workplaces are crucial for work-life balance because they enable workers to maintain a healthy balance between their personal and professional lives. Many tasks at times though are thought to cause stress and health problems.

H4- Flexible work influence significantly on work life balance. Table

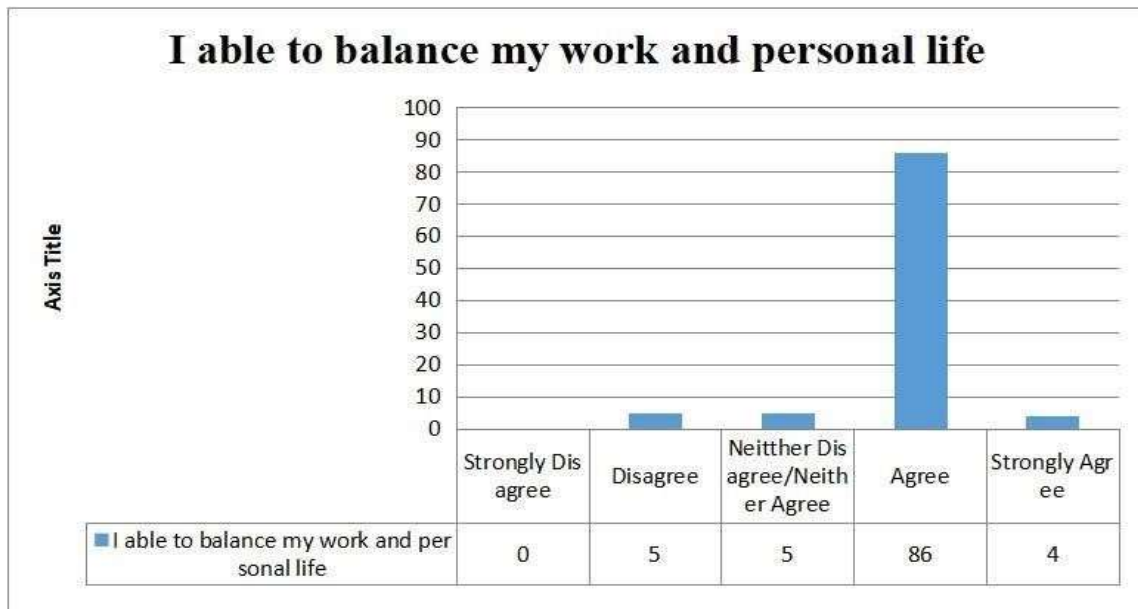
No:4

Model summary				
Mode 1	R	R Square	Adjusted Square	R
1	.273 ^a	.075	.065	
a. Predictors (Constant), fw				
b. Dependent variable : I am able to manage both my personal and career life				

ANOVA ^s						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.073	1	2.073	7.898	.006 ^a
	Residual	25.717	98	.262		
	Total	27.790	99			
a. Predictors(Constant), fw						
b. Dependent variable : I am able to manage both my personal and career life						

Coefficients ^a						
Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant	2.760	.405		6.811	.000
	fw	.309	.110	.273	2.810	.006
b. Dependent variable : I am able to manage both my personal and career life						

Based on the data, it was discovered that flexible employment has a big impact on work-life balance. Acceptance of hypothesis 4 follows from the discovery that the regression table's significant values are bigger than the p-value, at.006, indicating that flexible employment has an impact on work-life balance.



Graph No.7: Able to balance work and personal life

Observation:

This overall assessment suggests that these employees have established effective strategies and habits to harmonize their work and personal lives. However, it's important to note that individual perceptions of work-life balance can vary, and some factors, such as external stressors or unexpected changes, may still influence the dynamic between work and personal life. Regular check-ins, feedback mechanisms, and ongoing support from employers can help sustain this positive balance and address emerging challenges.

Findings and Suggestions:

It was discovered that although 7% of respondents were also satisfied with their hospital's infrastructure, 93% of respondents were satisfied with it. According to the survey, those hospitals should have talks and workshops aimed at educating staff members about work-life balance and its policies so they can make the most of them and learn how to balance their personal and professional lives. Implementing strategies like compressed work weeks, parttime work, yoga classes, and organizing trips for staff members is advised. These will help employees feel relieved and motivated to work harder. They will also enable staff members to attend to their personal obligations to their families, including family gatherings and time spent together, which will lower stress levels and prevent them from obsessing over work while they are at work.

CONCLUSION:

According to the study's findings, everyone need a work-life balance to effectively manage their personal and professional lives. These hospitals should address work-life balance issues and provide assistance in managing it in order to improve the performance of its nurses. They

need to periodically assess how satisfied they are with their jobs and personal lives, or else they may experience extreme stress. By using a variety of tactics and approaches, work-life balance may help nurse's lead better lives. To attain work-life balance, a woman should choose a goal and do well in her family and job. Both individual and organizational dedication are the most important and growing factors. Hospitals are attempting to create rules for work life balance now that they understand how important it is for their employees. By using creative strategies to maintain their employees' happiness and contentment, they improve the working atmosphere and have a favourable impact on their performance. Our findings suggest organizations need to pay close attention nursing environment and related stressors. They need to ensure that concrete and proactive approaches and mechanisms are in place to promoting work–life balance and workload management.

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