

A STUDY ON WORK-LIFE BALANCE AMONG HOSPITAL NURSES

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Abstract:

This research investigates the critical factors impacting the work-life balance of hospital nurses, a demographic often challenged by long hours, shift work, and emotional labour. Recognizing that a balanced professional and personal life is essential for both nurse well-being and patient care quality, the study employs a descriptive design that integrates both quantitative and qualitative methodologies. Data is collected through structured questionnaires administered to a stratified sample of 100 nurses across various departments. The survey addresses key areas such as workload, scheduling flexibility, job satisfaction, and support systems. Additionally, qualitative insights are garnered through interviews, facilitating a deeper understanding of the unique stressors nurses face in their roles. The findings aim to identify specific organizational and personal variables affecting work-life balance, providing actionable recommendations to enhance the working conditions and overall job satisfaction of nurses in hospital settings.

Keywords — Hospital nurses, Work-life balance, Workload

1. INTRODUCTION

Work-life balance is a critical issue for hospital nurses, who face high stress from long hours, shift work, emotional labour, and physical exhaustion. These demands can make balancing personal and professional responsibilities difficult, leading to burnout, job dissatisfaction, and lower productivity. Poor work-life balance may also affect patient care by increasing the likelihood of errors and decreasing job engagement.

This study examines the factors influencing work-life balance among nurses, focusing on organizational, personal, and job-related variables. The goal is to identify key stressors and suggest strategies to improve nurses' well-being, which is essential for both nurse retention and quality patient care. The findings aim to support efforts to enhance

nurses' work-life balance and improve working conditions, helping sustain healthcare systems amid rising demand and nurse shortages.

2. OBJECTIVES

- To identify the relationship impact of work-life balance on job satisfaction among hospital nurses.
- To identify the factors influencing work/job stress among hospital nurses.
- To analyse the association of work schedule conflicts on family responsibilities and overall well-being.

3. NEED FOR THE STUDY

- To identify the specific challenges and stress faced by nurses in their daily work, including

long hours, night shifts, and high-pressure situations.

- By understanding these challenges, hospitals can develop targeted strategies to enhance job satisfaction and reduce burnout.
- The study can reveal the mental health impacts of nursing work, leading to better support systems and mental health resources for nurses.
- The findings can inform the development of policies and programs aimed at improving work-life balance, such as flexible scheduling and professional development opportunities.

4. SCOPE OF THE STUDY

- This study emphasizes on the work life balance of Nurses in various private hospital. This research focuses on analyzing the work-life balance of the respondents.
- This study covers the working environment, relationship with colleagues, working hours, and stress because of work & family role, level of job satisfaction, career growth and other issues related to work life balance of the respondents.
- This study also covers the social/family circumstances of the respondents and also probes the intervention strategies expected by the respondents.

5. LIMITATIONS OF THE STUDY

- The primary data has been collected from the nurses of private hospitals. So, the calculated results may not represent the population as a whole.
- Difficulties in interacting with the nurses due to their busy schedules may have affected the quality of the data collected.

6. LITERATURE REVIEW

Gurmeet Singh Sarla and Manreet Sandhu (2024) explore the importance of work-life balance in nursing, focusing on job stress among nurses in Ferozepur, Punjab. Using a structured questionnaire, the study reveals that 50% of nurses feel overwhelmed by family responsibilities, limiting their career growth and family time. Additionally, 70% struggle with balancing work and household tasks, particularly when caring for young children, and 40% prioritize household duties over work. The study recommends flexible work arrangements, childcare support, and the creation of work-life balance cells to improve nurses' well-being, productivity, and retention.

Sellahewa, A., & Arachchi, H. (2023) explore the work-life balance (WLB) challenges faced by married female nurses in Sri Lanka's government hospitals. The study, using a mixed-methods approach, surveyed 384 nurses and conducted in-depth interviews with 12 participants to understand the key obstacles. These include time management issues, work-related stress, multitasking pressures, and personal life challenges. The study emphasizes the need for legislative support, flexible workplace policies, and effective balance strategies, while underscoring the role of societal recognition in improving nurses' well-being and job satisfaction.

Manisha Shinde-Pawar's (2023) research highlights the challenges nurses face in achieving work-life balance, comparing the experiences of those working in government versus private hospitals. Nurses in private hospitals report higher stress, lower family time, and fatigue, despite receiving better financial rewards and workplace amenities. Conversely, government hospital nurses experience better work-life balance but still face difficulties related to night shifts and long working hours. The study emphasizes the need for targeted interventions to support nurses' well-being and improve patient care quality.

Yaseen (2023) examines the importance of work-life balance for female nurses, focusing on the impact of workload, family responsibilities, and gender-based challenges. The study reveals that organizational policies, job demands, and personal factors significantly influence nurses' WLB, with salary, shift convenience, and job security being key motivators. Through data from structured questionnaires, Yaseen highlights that gender and marital status play a crucial role in WLB, and suggests strategies like regular medical check-ups, enhanced training, and supportive team culture to improve job satisfaction and productivity among nurses.

Mrs. Abhitha & C.K Hebbar (2022) investigate the relationship between work-life balance (WLB) and job satisfaction among nurses in private hospitals in Mangalore City, Dakshina Kannada. The study, based on a descriptive research design with 100 respondents, highlights the challenges nurses face due to heavy workloads and long shifts, which disrupt their WLB and affect job satisfaction. Using convenience sampling and simple percentage techniques, the study aims to provide insights into how improved WLB can enhance job satisfaction and retention rates among nurses in private hospital settings.

7. RESEARCH METHODOLOGY

This study follows a descriptive design aimed at assessing the work-life balance of hospital nurses. Data were collected from both primary and secondary sources. Primary data were gathered using a structured questionnaire, while secondary data were sourced from books, journals, and websites. The target respondents were hospital nurses, and the study utilized a stratified sampling technique. A total of 100 respondents were selected for the sample size.

8. DATA ANALYSIS & INTERPRETATION

Demographic data such as age, marital status, type of family, educational qualification and etc., which represent specific geographic locations and are

often associated with time. The following table 1.1 shows the demographic variable of the nurses.

8.1 percentage analysis

Table 1 Demographic variable of the Nurses

S.NO	AGE	PERCENTAGE
1.	20-24	35.0
2.	25-34	40.0
3.	35-44	17.0
4.	45-55	4.0
5.	More Than 55	4.0
	Total	100
	GENDER	PERCENTAGE
1.	Male	17.0
2.	Female	83.0
	Total	100
	MARTIAL STATUS	PERCENTAGE
1.	Unmarried	41.0
2.	Married	59.0
	Total	100
	EDUCATIONAL QUALIFICATION	PERCENTAGE
1.	Diploma in Nursing	42.0
2.	Bachelor's Degree in Nursing	49.0
3.	Master's Degree in Nursing	9.0
	Total	100
	YEAR OF EXPERIENCES	PERCENTAGE
1.	Less than 1 year	11.0
2.	1 - 2 years	21.0
3.	2 - 5 years	24.0
4.	5 - 10 years	22.0
5.	More than 10 years	22.0
	Total	100
	CURRENT POSITION	PERCENTAGE
1.	Staff Nurse	67.0
2.	Charge Nurse	21.0
3.	Nursing Supervisor	10.0.
4.	Nursing superintendent	2.0
	Total	100
	DEPARTMENT	PERCENTAGE
1.	Medical – Surgical	11.0
2.	Intensive Care Unit (ICU)	23.0

3.	Emergency Department (ED)	33.0
4.	Paediatrics	18.0
5.	Operating Room (OR)	15.0
	Total	100
	SHIFT	PERCENTAGE
1.	Day Shift	31.0
2.	Night Shift	17.0
3.	Rotating Shift	52.0
	Total	100

Inference: The data reveals a predominantly young and female nursing workforce, with most aged 20-34 and 59% married. A large portion (67%) are staff nurses, and 52% work rotating shifts, potentially affecting work-life balance. The Emergency Department and ICU employ the most nurses. These trends highlight the need for improved well-being and job satisfaction strategies.

Table 2 work-life balance

(Strongly disagree-1 Disagree-2 Neutral-3 Agree-4 Strongly agree-5)

RESPONSE	1	2	3	4	5
I have enough time for my personal life.	5	18	41	35	1
My work schedule conflicts with my family responsibilities	-	23	32	44	1
I feel overwhelmed by the demands of my job.	-	16	31	50	3
I have control over my work schedule.	4	29	27	39	1
I am able to take breaks during my shift when needed.	1	8	24	48	19
My workload is manageable.	1	9	37	50	3
I feel supported by		15	41	33	11

my colleagues and supervisors in managing my workload.					
I am satisfied with my work-life balance.	10	33	28	27	2
I feel burned out due to my work.	12	28	43	17	

Inference: The data shows many nurses struggle with work-life balance, with 44% facing schedule conflicts and 50% feeling overwhelmed. Only 39% have control over their schedules, and 50% find their workload challenging. Burnout is common, with 43% affected, while just 27% are satisfied with their work-life balance.

8.2 Multiple Regression

H0 : There is no impact for personal life and control over work on overall job satisfaction.

H1 : There is impact for personal life and/or control over work on overall job satisfaction.

Table 3

ANOVA ^a	Sum of Squares	Df	Mean Square	F	Sig.
Regression	26.523	2	13.261	15.926	.000 ^b
Residual	268.965	323	.833		
Total	295.488	325			

a. Dependent Variable: I satisfied with my job overall

b. Predictors: (Constant), I have enough time for my personal life, I have control over my works chedule

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	2.802	.232		12.096	.000
I have control over my works chedule	.294	.052	.298	5.606	.000
I have enough time for my personal life	-.054	.057	-.051	-.963	.336

a. Dependent Variable: I satisfied with my job overall

Inference: The significant value is 0.05 is greater than 0.000 (0.05>0.000). Hence H1 is accepted and H0 is rejected. There is impact for personal life and/or control over work on overall job satisfaction.

8.3 ANOVA

ANOVA (Analysis of Variance) is a statistical test that compares the means of three or more groups to identify significant differences among them while reducing error risks from multiple comparisons. If differences are found, follow-up tests determine which groups vary. It's commonly used in research to analyze data across multiple categories.

H0: There is no significance difference between Department and employee burned out due to work in work-life balance among hospital nurses.

H1: There is significance difference between Department and employee Burned out due to work in work-life balance among hospital nurses.

Table 4

ANOVA					
DEPARTMENT					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	11.662	3	3.887	2.737	.044
Within Groups	457.335	322	1.420		
Total	468.997	325			

Inference: The significant value is 0.05 is greater than 0.044 (0.05>0.044). Hence H1 is accepted and H0 is rejected. There is significance difference between Department and employee Burned out due to work in work-life balance among hospital nurse.

8.4 ANOVA

H0: There is no significance difference between Current Position and Burned out due to work in work life balance among hospital nurses.

H1: There is significance difference between Current Position and Burned out due to work in work life balance among hospital nurses

TABLE 5

ANOVA					
CURRENT POSITION					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.475	3	.825	1.421	.237
Within Groups	186.948	322	.581		
Total	189.423	325			

Inference: The significant value is 0.05 is less than 0.237 (0.05<0.237). Hence H1 is rejected and H0 is accepted. There is no significance difference between Current Position and Burned out due to work in work life balance among hospital nurses.

8.5 CHI-SQUARE ANALYSIS

H0: There is no association between marital status and difficulty balancing work and family responsibilities in work life balance among nurses.

H1: There is an association between marital status and difficulty balancing work and family responsibilities in work life balance among nurses.

The p-value (0.044) is less than 0.05, highlighting a significant difference in burnout levels between departments.

The p-value (0.000) is less than 0.05, confirming a significant association between marital status and difficulty balancing work and family responsibilities.

TABLE 6

Test Statistics	MARITAL STATUS	I have difficulty balancing work and family responsibilities
Chi-Square	11.791 ^a	209.859 ^b
Df	1	4
Asymp. Sig.	.001	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 163.0.		
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 65.2.		

Inference: the significant value is 0.05 is grater than table value 0.000(0.05>0.000). Hence H1 is accepted and H0 is rejected. Therefore, There is an association between marital status and difficulty balancing work and family responsibilities in work life balance among nurses.

9. FINDINGS

Majority of the nursing workforce (67%) are staff nurses, and 52% work rotating shifts, which could impact their work-life balance.

44% of the nurses experience schedule conflicts with family responsibilities, and 50% feel overwhelmed by job demands.

The p-value (0.000) is less than 0.05, indicating a impact for personal life, control over work schedule, and job satisfaction.

The p-value (0.237) is greater than 0.05, showing no significant difference between current position and burnout.

10. SUGGESTION

Improving nurses' work-life balance is essential for their well-being and the quality of patient care. To achieve this, hospitals should implement flexible scheduling options that allow nurses to better manage their professional and personal responsibilities. Offering specialized support in high-stress departments, such as the Emergency and ICU, can help address burnout effectively. Additionally, enhancing workplace wellness programs by providing access to mental health resources and creating a supportive team environment can significantly boost nurses' morale. Developing family-friendly policies tailored to the needs of married nurses can further assist in balancing work and home duties. Regular recognition of nurses' contributions and achievements through appreciation events or awards can foster a sense of value and motivation. Lastly, promoting opportunities for professional development, such as training and educational workshops, can empower nurses and enhance their job satisfaction.

11. CONCLUSIONS

The study identifies key factors affecting job satisfaction and work-life balance among hospital nurses. It highlights that control over work schedules significantly enhances job satisfaction, suggesting that greater autonomy in work arrangements can boost morale and retention. While time for personal life was not shown to significantly impact job satisfaction, it remains an important aspect of employee well-being. The research also reveals varying burnout levels across departments, indicating the need for targeted interventions in high-stress areas. Additionally, the connection between marital

status and challenges in balancing work and family responsibilities underscores the importance of tailored support systems. Overall, the findings advocate for hospitals to create flexible, supportive environments that address the diverse needs of nursing staff, ultimately improving job satisfaction and patient care quality.

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