



# A Study on Work Life Balance Among Nursing Staff in Kumareshwar and Kerudi Hospital at Bagalkot

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## **Abstract:**

This paper examines the work life balance among nurses in hospitals. Its aims to discover the how work life balance is implemented in those hospitals and how nurses are implemented themselves and how work life balance is impacted on hospital nurses. In those hospitals they are experiencing lots of problems while they attempting the work life balance, especially it is shows in married employees who are worked in those hospital. This study an attempt is made to understand work life balance impact on mental and physical health of employees and what are factors affecting workers while balancing their family and work life. A total of 100 participated in this survey. It was found that the data collected from structured questionnaires. It was found that there are some work life balance policies are there in those hospitals but the employees are not aware of the policies so that they conducting some workshops and organizing talks regarding policies. This study reveals that in these hospitals should help the nurses to managing their work life balance, which would improve the performance as well as reducing stress among the workers.

**Keywords:** work life balance policies, physical and mental health, stress, performance.

## **I. INTRODUCTION:**

Life balance is very essential thing to battle of stress, ensuring both company and the individual success. The stress associated with unbalanced lifestyles is very costly and it increase individual's health risks and also damages the productivity of the organization. The workers who have the tools to balance the personal life and professionals lives are happier and more productivity compare to

others. The tracking of WLB decreases the employee experience and stress. When they spend the majority of their time and also days on organization activities and feel as if they are avoiding other important components like their family, children and their lives, that lead to unhappiness and stress. Work life balance is enables to workers to gives an important to all the important aspect of their life like personal as well as professional lives. When in the organization the employer give a benefits like overtime paid and flexible working hours, and also company conducting family activities and events so that they easily balance their family life. II.

### LITERATURE REVIEW

**K. H. M. K. Dayananda and S. M. A. K. Samarakoon [2019]** in the article “a study is to examine impact work life balance on job commitment of government hospital nurses in Sri Lanka”. Published in “Kelaniya journal of human resource management “The objective of this paper is to analysis the factors, which influence on work life balance of government hospital nurses in Sri Lanka. In The outcome of this study is, the proper work life balance will lead to higher working commitment in nursing job.

**L. Lavallega Anagha, D. Pande Kanchan [2019]** A study on “work life balance and psychological well being of female nurses”. Published in the journal of “Indian journal of nursing science” The objective of this research is to study the relationship between different aspects of work life balance and psychological well being of female nurses. Female nurses' psychological well-being and work-life balance at Jnana Prabodhini's Institute of Psychology in Pune, Maharashtra, India. Researcher conclude that Nurses seem to experience personal issues influencing work (psychological well being and work life balance) to the most elevated when contrasted with different parts of work life balance; in any case, no huge distinction was found in any of the boundary across age bunch on work life balance or mental prosperity.

**Fanny Y. F. Young [2013]** in the article “A study on the work-life balance of public hospital physicians in the metropolitan city”. Published in the journal of "International Journal of Business and Social Science." The main importance for this paper is to assess the balance between fun and serious activities in the public hospital. A metropolitan city, eventually researchers concluded that the average public hospital doctor had a poor work-life balance compared to others Professions.

**A. V. Aswalam, E.O. Asuquo, I. D. Albere and I.H. Ogbuehi [2019]** in the article” A study is to determine the work-life balance and related factors in female nurses in private hospitals in the Port-Harcourt Metropolis of Rivers State, Nigeria”. Published in the journal of “Asian Journal of Research in Nursing and Health”. Nurses face many roles, such as personal roles at work and family. Most of the female experience pressure when attempting to strike a balance between family and work. Therefore, the private hospital must adopt working conditions by hiring more people, particularly better pay, annual pay, maternity and sick leave.

**Radhika. R, Meena Zenith. N [2018]** The article “A study on work life balance of women doctor in private hospitals of Kanyakumari district”. Published in the journal of “Indian journal applied research” The objective of this study is to analyze the factors that lead to work life balance of women doctor in private hospitals. Finally the researcher concluded, Work life balance policies and practices helps female doctors in performing well and successfully balancing professional and personal lives.

### III. PROBLEM STATEMENT

Work load of a healthcare worker has grown with serious issues whereas on the other hand their personal life has its own complications. Balancing these situations is biggest challenge. According to the research papers it found that female nurses undergoes with more stress in balancing their work life as well as personal life. This study is conducted to know reason and which factors affect their personal and professional life. Hence the study is on “A study on work life balance among nursing staff in Kumareshwar & Kerudi Hospital Bagalkot”

**Objectives of this study:**

- To find out the key factors influencing work life balance.
- To know the strategies adopted by organization to maintain work life balance.
- To understand the employee perception towards their personal and professional life.

**IV.RESEARCH METHODOLOGY****Research methodology**

**Type of research:** Descriptive research.

Sources of data:

**Primary Data:**

The data collection from individual respondent through a set of questions.

**Secondary Data:**

Research articles, Journals and report.

**Sample Plan:**

**Sample frame:** The study is conducted a sample of hospitals Bagalkot.

**Sample unit:** Kumareshwar hospital and Kerudi hospital Bagalkot.

**Sample size:** 100

**Data collection tool:** Questionnaire.

**Data analyzing tool:** SPSS/Excel

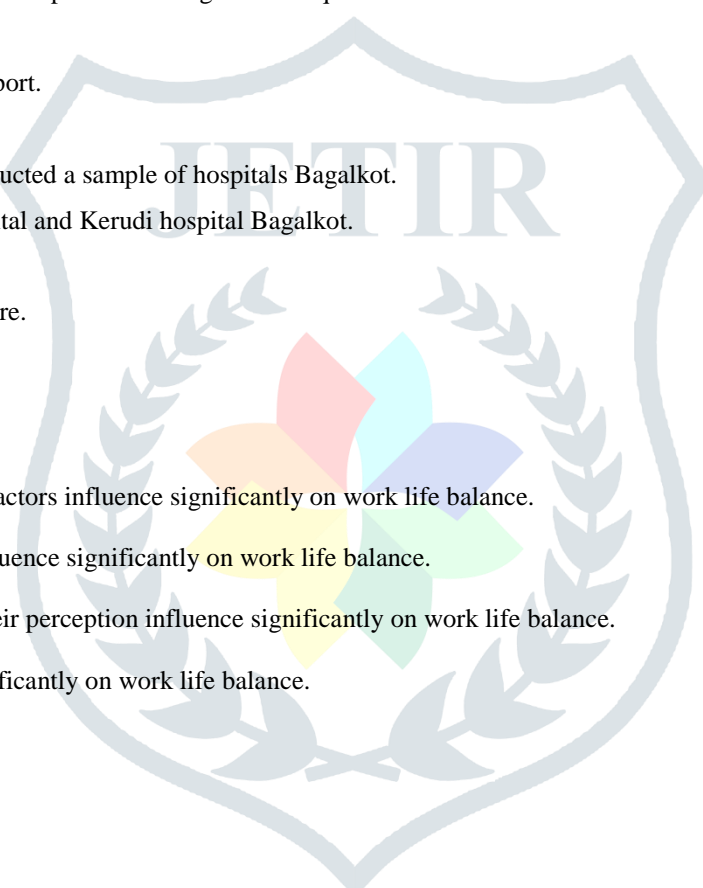
**Hypothesis**

H1- organizational and personal factors influence significantly on work life balance.

H2- Organizational Strategies influence significantly on work life balance.

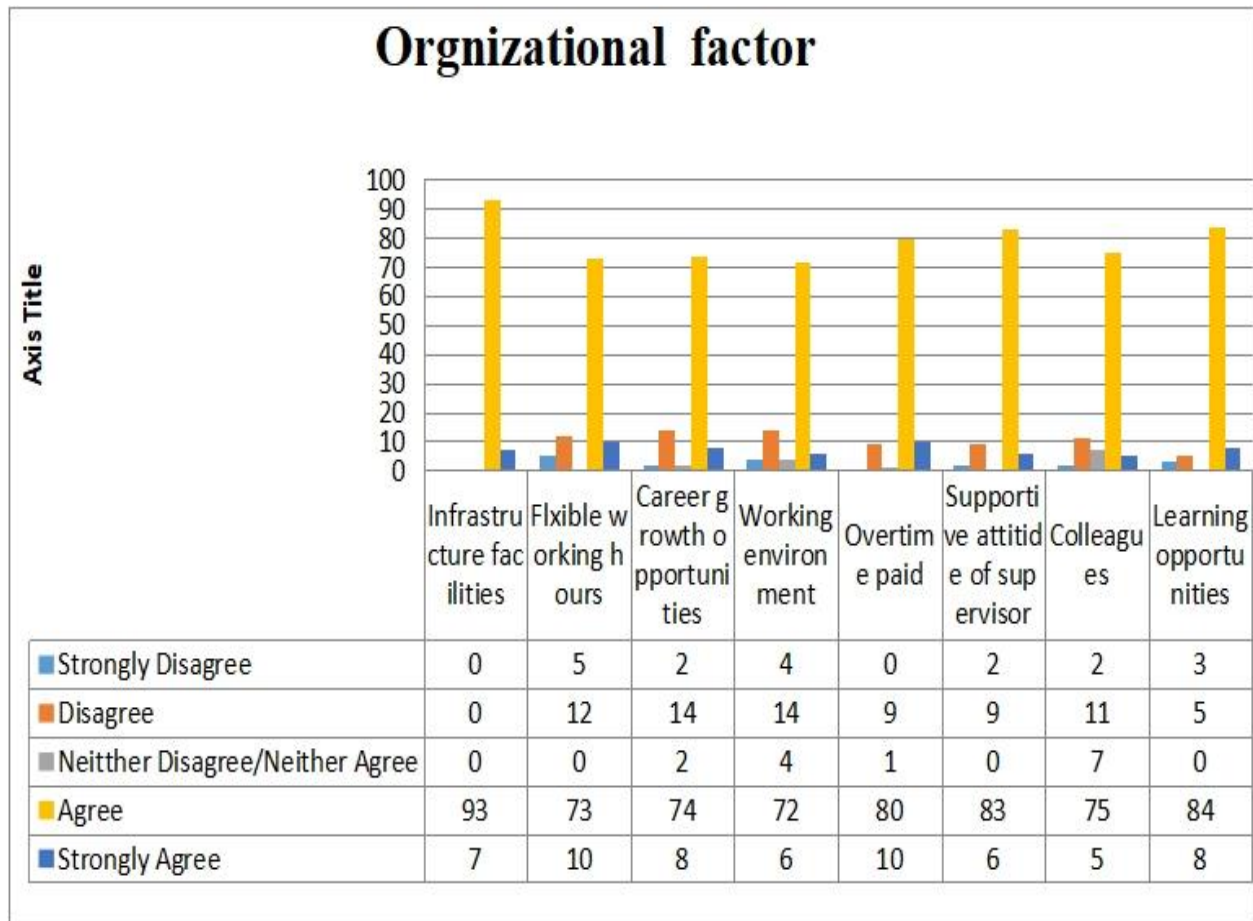
H3- Level agreements towards their perception influence significantly on work life balance.

H4- Flexible work influence significantly on work life balance.



## V. DATA ANALYSIS:

Kindly provide your agreeableness with reference to the below factors affecting your work life balance and family commitments.

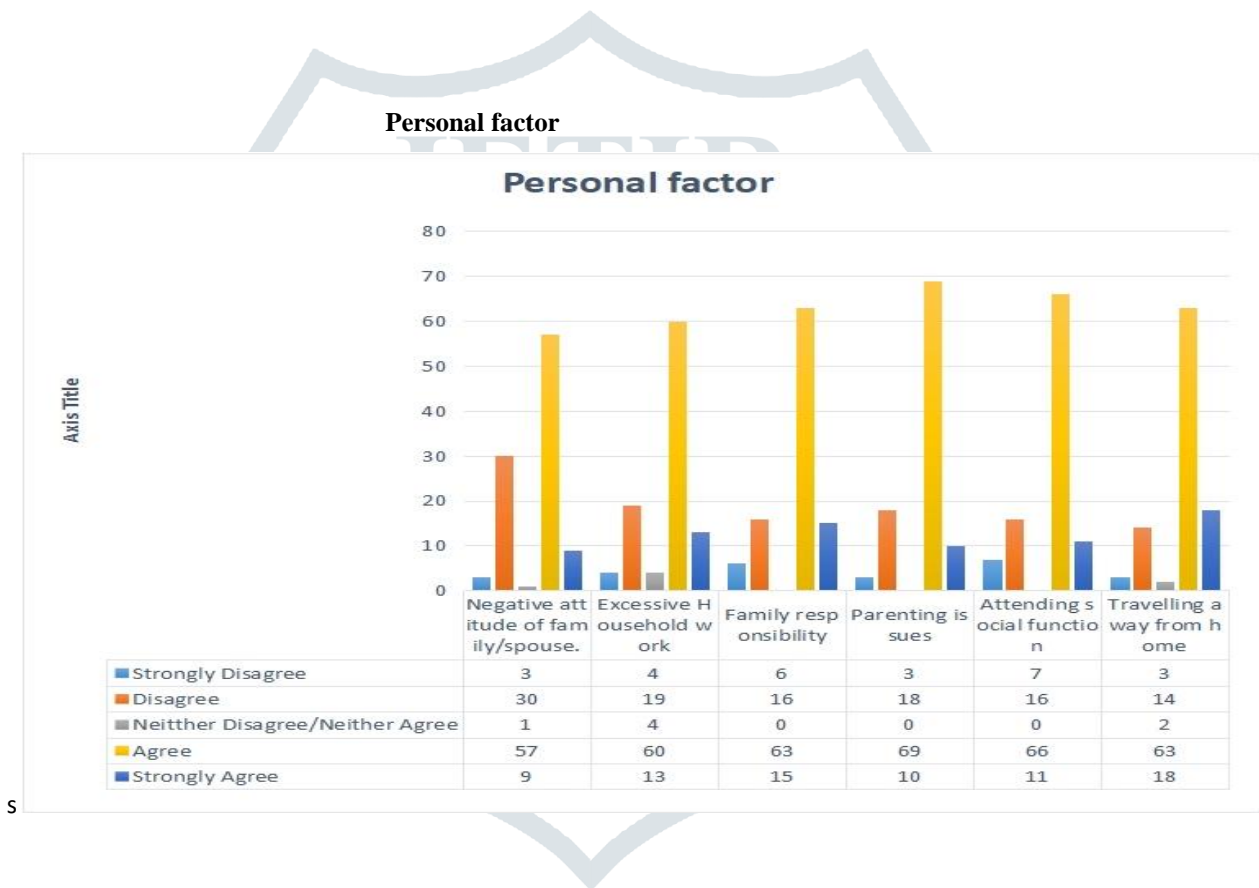


## Analysis:

- From 100 respondents, 93% respondents agree with infrastructure facilities provided by the organization, and 7% respondents strongly agree,
- From 100 respondents, 73% respondents agree with flexible working hours, 12% respondents neither disagree with flexible working hours, 10% respondents strongly agree with flexible working hours, 5% respondents strongly disagree.
- From above 100 respondents, 76% respondents agree with career growth opportunities provided by the organization, 14% respondents disagree with career growth opportunities provided by the organization, 8% respondents strongly agree, 2% respondents strongly disagree.
- From 100 respondents, 72% respondents agree with working environment, 14% respondents disagree, 6% respondents strongly agree, and 4% respondents strongly disagree, 4% respondents neither disagree/neither agree.
- From 100 respondents, 80% respondents agree with overtime paid, 10% respondents strongly agree and 9% respondents are disagree, 1% respondent neither disagree/neither agree.
- From 100 respondents, 83% respondents agree with supportive attitude of supervisor, 9% respondents disagree, 6% respondents disagree, 6% respondents strongly agree and 2% respondents strongly disagree.
- From 100 respondents, 75% respondents agree with colleagues, 11% respondents disagree, 7% respondents neither disagree/neither agree, 5% respondents strongly agree, and 2% respondents strongly disagree.
- From 100 respondents, 84% respondents agree with learning opportunities, 8% respondents strongly agree, 5% disagree, and 3% respondents strongly disagree.

**Interpretation:**

From above findings, it can be inferred that most of the respondents say that in both hospitals the organization providing high infrastructure facilities to their employees it will help them to improve their performance and having good infrastructure facilities will reduce stress and will make employees work hard and helps them to work peacefully also help them to balance work life of employees. The flexible working hours is also affect on the processional life of employees it will help to reduce stress and burnout among employees and also help to encourage fit work life balance. Positive working environment plays important role in this context it will make them to do work effectively, and by giving overtime paid for their employees because the workers are gets earned money for working more than the usual number of hours for that employees are get motivate do work more in the organization it will lead to improve the productivity. And supervisors have healthy relationships with their employees which made them feel comfortable while working this will lead to impact work and personal life of the employees. Colleagues and learning opportunities also help to balancing their work life.



**Analysis:**

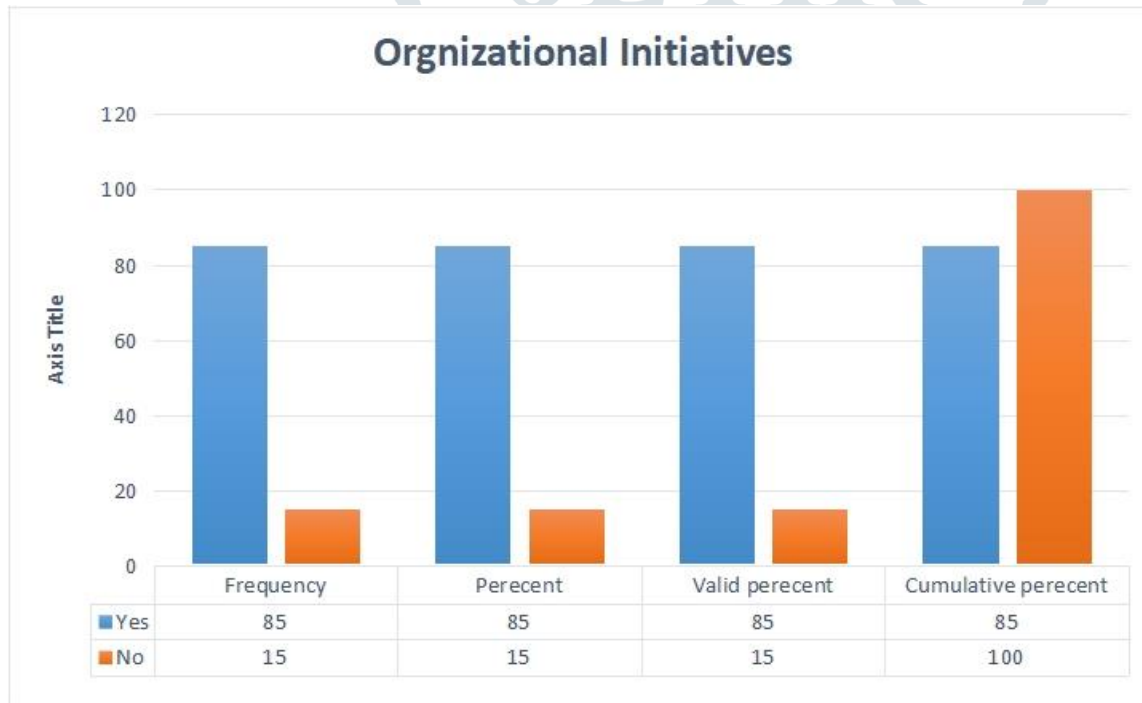
- From 100 respondents, 57% respondents agree with negative attitude of family/spouse, 30% respondents disagree, 9% respondents strongly agree, 3% respondents strongly disagree, 1% respondent neither disagree/neither agree.
- From 100 respondents, 60% respondents agree with excessive household work, 19% respondents disagree with the statement, 13% respondents strongly agree, 4% respondents neither disagree/neither agree with the statement, 4% respondents strongly disagree.
- From 100 respondents, 63% respondents agree with family responsibility, 16% respondents disagree, 15% respondents are strongly agree, 6% respondents are strongly disagree.
- From 100 respondents, 69% respondents agree with the parenting issues affecting their work life, 18% respondents disagree, 10% respondents strongly agree, 3% respondents strongly disagree with the statement.

- From 100 respondents, 66% respondents agree with the attending social function affecting their work life, 16% respondents disagree with the statement, 11% respondents strongly agree with the statement, 7% respondents strongly disagree with the statement.
- From 100 respondents, 63% respondents agree, 31% respondents agree, 18% respondents strongly agree, 14% respondents disagree, 3% respondents strongly disagree.

### Interpretation:

From the above analysis, it can be inferred that most of respondents said that they are face negative attitude of their family/spouse so personal factor effect to balance their life. And some of the respondents have excessive household work and it will impact on their personal factors so nurses cannot balance personal and professional life. And some respondents are facing the parenting issues it will difficult to balancing their work life. And some respondents are says that it is difficult to attending social functions because of their patients so that the personal factors effect to balance their life. And travelling away from home sometimes affects their life especially women's because of taking care of their children's and parents it will affect the personal life of employees. These all factors affecting the personal life of workers which will lead impact on work life balance.

### Organization takes initiatives to manage work life of employees.



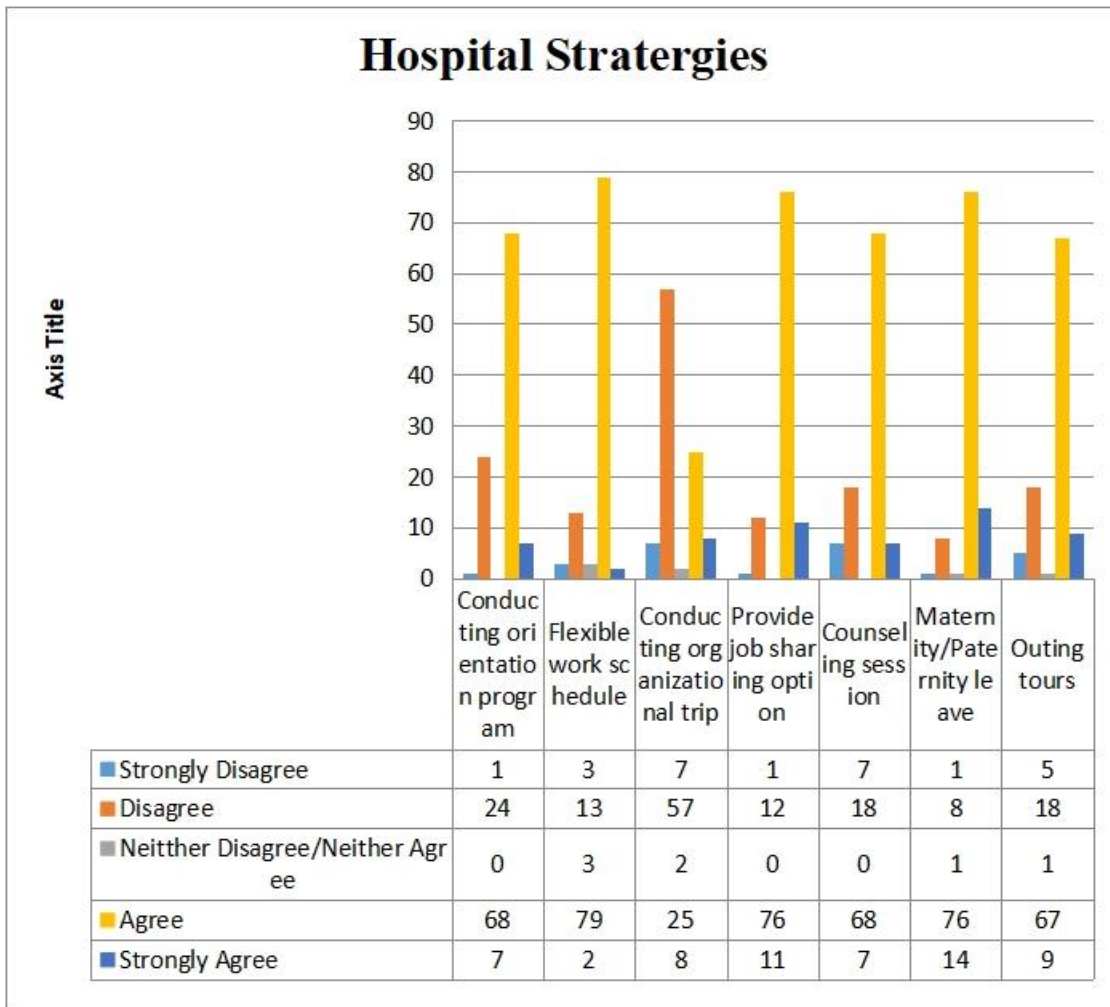
### Analysis:

From above graph it can be analyzed that 85% respondents agree, 12% of respondents disagree.

### Interpretation:

From the above analysis, it can be interpreted that most of the respondents says that their organization have initiative to manage work life of a nurses because to help the employees to overcome the work life of employees these initiatives helps to improve the employees professional life and this will help to increasing productivity of organization and also help to maintain healthy relationships with the employees. Some respondents' opinion is there are no initiatives to manage work life of employee.

Rate the strategies adopted by the hospitals.



**Analysis:**

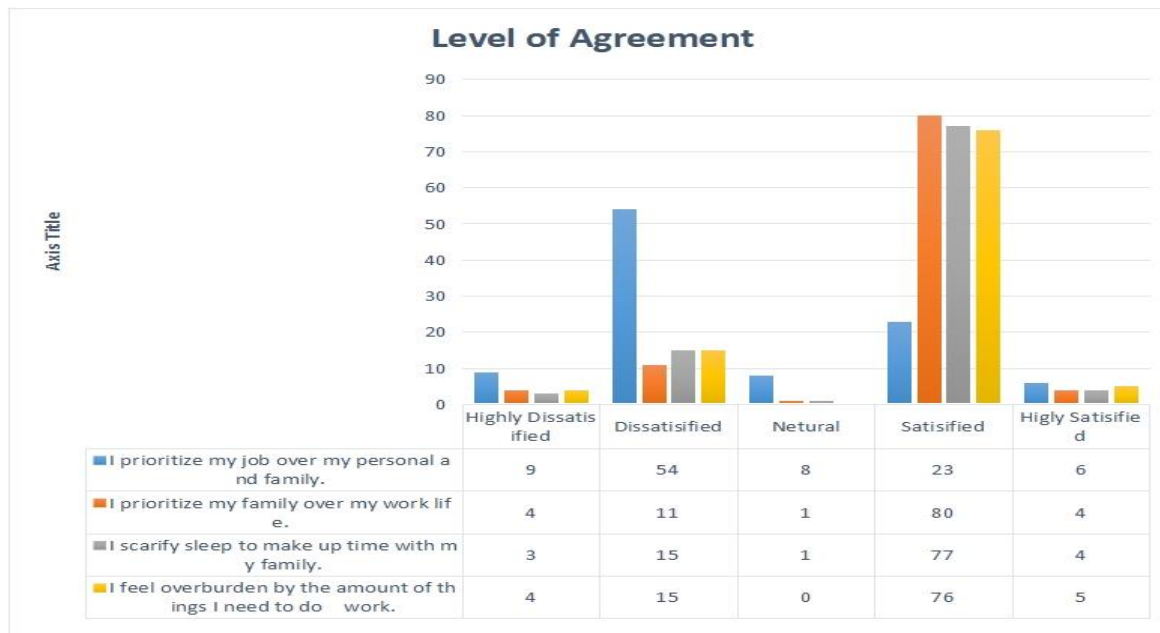
- From 100 respondents, 68% respondents agree with conducting orientation program, 24% respondents disagree, 7% respondents strongly disagree, and 1% respondent strongly disagree.
- From 100 respondents, 79% respondents agree with flexible work schedule, 13% respondents disagree, 3% respondents neither disagree/neither agree, 3% respondents strongly disagree, 2% respondents strongly agree.
- From 100 respondents 57% respondents disagree with conducting organizational trip, 26% respondents agree, 8% respondents strongly agree, 7% respondents strongly disagree, 2% respondents neither disagree/neither agree.
- From 100 respondents 76% respondents agree providing job sharing option for their employees, 12% respondents disagree, 11% respondents strongly agree, 1% respondent strongly disagree.
- From 100 respondents 68% respondents agree with counseling session, 18% respondents disagree, 7% respondents strongly agree, 7% respondents strongly disagree.
- From 100 respondents 76% respondents agree with maternity/paternity leave, 14% respondents strongly agree, 8% respondents disagree, 1% respondent strongly disagree, and 1% respondents neither disagree/neither agree.
- From 100 respondents 67% respondents agree with conducting outing tour for their employees, 18% respondents disagree, 9% respondents strongly agree, and 5% strongly disagree, 1% respondent neither disagree/neither agree with statement.

**Interpretation:**

From above analysis, it can be inferred that most workers say that they feel happy when the organization conducts an orientation program. This will lead to an impact on the work life of employees. And both organizations have a good environment like giving flexible starting

and ending working hours for their employees to balance their personal and work life. In those hospitals they don't have time to conducting organizational trips they are not entering that criteria. But they have some work life polices like job sharing, maternity/paternity leave and counseling session, outing tour for their employees this will lead to motivating and engaging and also satisfied for their work and also balancing the work and family/personal life.

### Rate your level of agreement with following statements.



### Analysis:

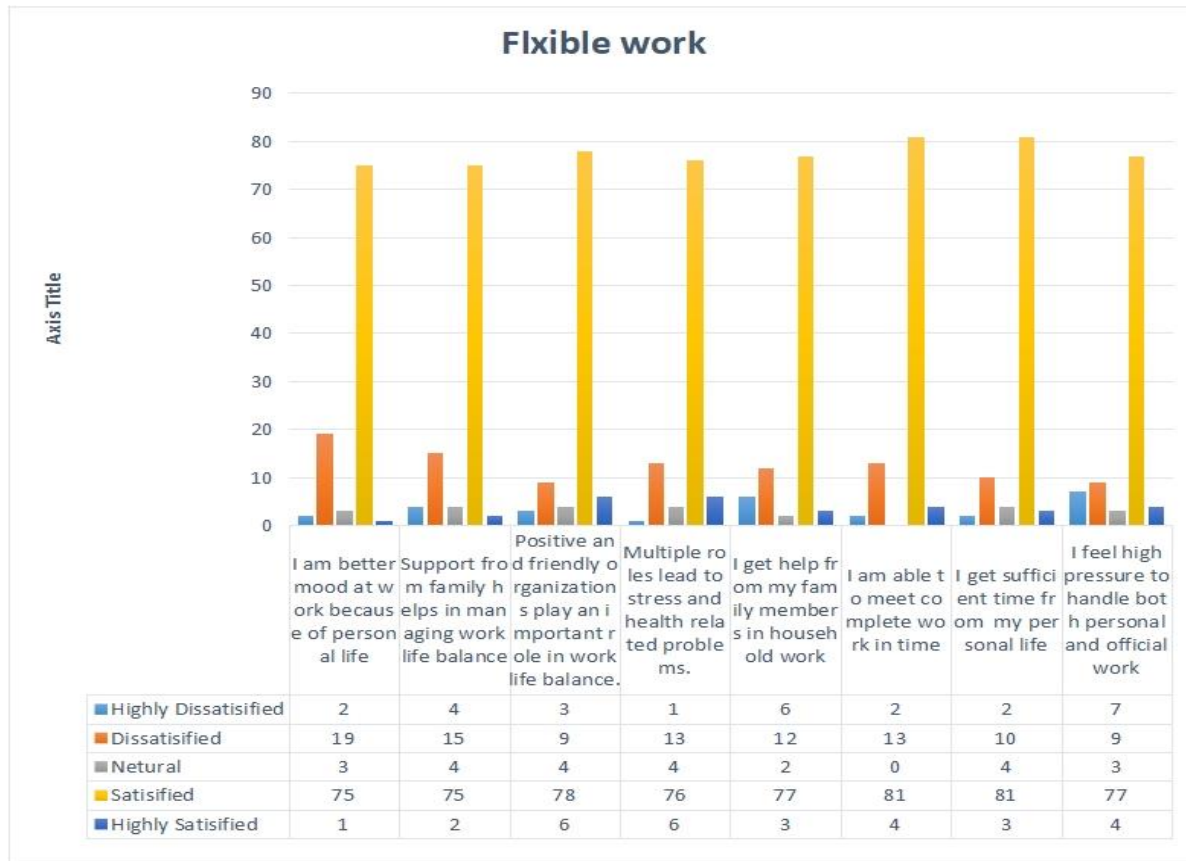
- From 100 respondents 53% respondents dissatisfied, 23% respondents satisfied, 9% respondents highly dissatisfied, and 9% respondents highly satisfied 6% respondents neutral.
- From 100 respondents 80% respondents satisfied, 11% respondents dissatisfied, 4% respondents highly satisfied, 4% respondents are highly dissatisfied, 1% respondent neutral.
- From 100 respondents, 77% respondents satisfied with statement, 15% respondents dissatisfied with statement, 4% respondents highly satisfied, 3% respondents highly dissatisfied, 1% respondent is neutral.
- From 100 respondents, 76% respondents satisfied with statement, 15% respondents dissatisfied with statement, 5% highly satisfied with statement, 4% respondents highly dissatisfied.

### Interpretation:

From above analysis, it can be inferred that most of employees are says that they gives more preference to their family rather than the work because family provides support, love and value of each of its members and they are always be there. And it helps build their perception, values, vision towards society and organization, many things they are face day to day life. And strong family values are helps to greater clarity in decision making regarding organization it will help to balance their personal and work life. And sometime they are sacrificing their sleep to spend with family so it will help to reduce the stress among their work and also balance their work. Sometime they are overburden because of heavy workload and the organization gives some task to their employee but they do not match their competences because the work given is beyond the person's capabilities so that they are overburden by the amount of things to do work.



Provide your response regarding flexibility towards your work and family life.

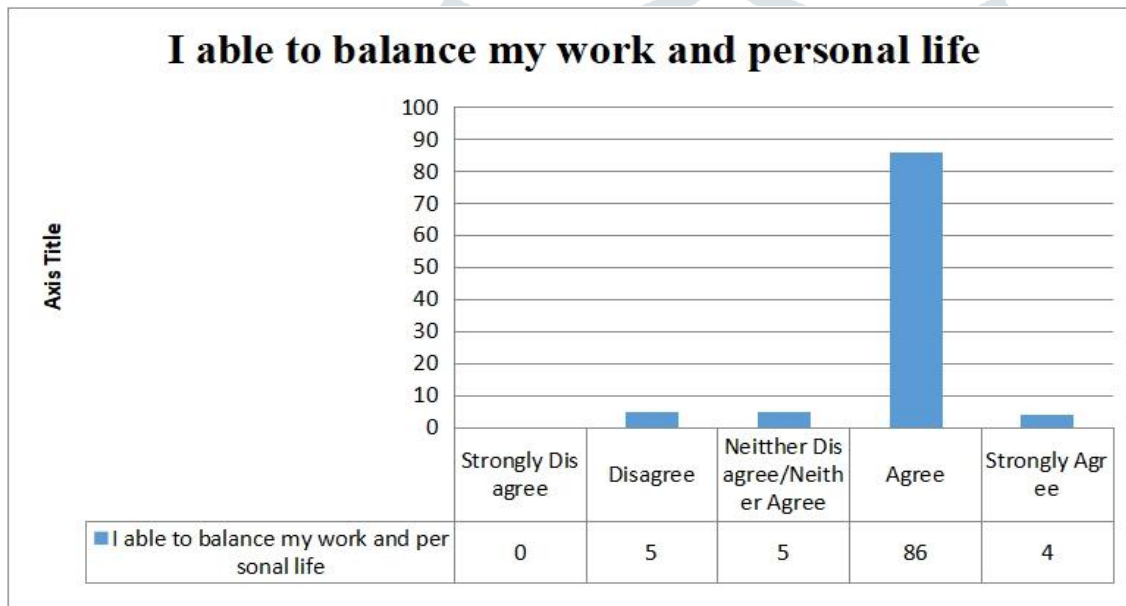


**Analysis:**

- From 100 respondents, 75% respondents satisfied, 19% respondents dissatisfied, 3% respondents neutral, 2% respondents highly dissatisfied, 1% highly satisfied with statement.
- From 100 respondents, 75% respondents satisfied, 15% respondents dissatisfied, 4% respondents neutral, 4% respondents highly dissatisfied, 2% highly satisfied.
- From 100 respondents, 78% respondents satisfied, 9% respondents dissatisfied, 6% highly satisfied, 4% respondent’s neutral, and 3% respondents highly dissatisfied.
- From 100 respondents, 76% respondents satisfied, 13% respondents dissatisfied, 6% highly satisfied, 4% respondents neutral, 1% respondent highly dissatisfied.
- From 100 respondents, 77% respondents satisfied, 12% respondents dissatisfied, 6% respondents highly dissatisfied, and 3% highly satisfied 2% respondents neutral.
- From 100 respondents, 81% respondents satisfied, 13% respondents dissatisfied, and 4% highly satisfied, 2% respondents highly dissatisfied.
- From 100 respondents, 81% respondents satisfied, 10% respondents dissatisfied, 4% respondents neutral, 3% respondents highly satisfied 2% respondents highly dissatisfied.
- From 100 respondents, 77% respondents satisfied, 9% respondents dissatisfied, 7% respondents highly dissatisfied, 4% respondents highly satisfied 3% respondents neutral.

**Interpretation:**

From above analysis it can be inferred that most of workers saying that they are better mood because of their personal life, family members are supportive in nature they help to do more work in organization and gives positive vibe among their life that's why they are better mood in work. And for a women's family support is very important for balancing work life. And positive and friendly organizations play an important role work life balance because it helps the balance work and personal life of employees. And multiple roles also impact on workers health related issues like headache, stress among nurse it will directly impact on work life balance. And sometime they get help from the family members in the household work it will help to balance work life. And they are able to meet complete work in time because they know their deadlines and plan everything and also categorized their tasks in priorities wise it will help to balance their personal life. Sometime they have heavy workload they get sufficient time for their personal life for that high pressure to handle both work and personal life it will impact on their life of employee.

**I able to balance my work and personal life****Analysis:**

From 100 respondents, 86% respondents are agree with statement, 5% respondents disagree with statement, 7% respondents neither disagree/neither agree, 4% respondents strongly agree with statement.

**Interpretation:**

From above analysis, it can be interpreted that most of the employees saying they are able to balance their work and personal life because they are happy with both personal life and work, splitting time into 50% for their personal life and 50% for their work and they are meeting their deadline at work while still having time for family and friends and they are enough time for sleep and eat properly and also they are not worry about their work when they are in home so that will help them to balance their work and personal lives.

**Findings:**

Out of 100 respondents 62% respondents Kumareshwar hospital and 38% respondents Kerudi.

It can be found that among 100 respondents 55% respondents i.e. female and 45% respondent's male.

It can be found that 56% of nurses are unmarried and 35% married and most of respondent unmarried so they have no more challenges for managing their family.

It can be found that among 100 respondents 51% of nurses are belonging to the age of 25-35, 33% respondents in the age group of 20-25, 14% respondent in the age group of 35-45, and 2% of nurses are above the age 45.

48% of the nurses earn Rs. 10000 and 30% employees earn 15000.

47% respondent's 5-10 work experience and 42% respondents 0-5 years work experience.

As per the survey it can be found that 59% nurses working more than 7-8 hours per day because increased the role and responsibilities of their job. And 29% respondents working 8-9 hours.

48% respondents alternatively and 36% day shift workers, 16% respondents are night shift workers.

It has found that 93% respondents happy about their infrastructure facilities provided by hospital, remaining 7 % respondents also happy with infrastructure facility. As per the survey it is found that in those hospitals should create the awareness among the employees about work - life balance and its policies by organizing talks, workshops in this regard, so the employees can make best use of the policies and will be able to understand how to manage their personal life and work life. It is suggested to adopt techniques such as part time work, compressed work weeks and some yoga classes for their employees and also conducting some organizational trips for their employees this will helps to employee feel relief and also motivating the employees to do more work this will help the employees to take care of their personal commitments towards family, such as family functions, spending time with family and this will reduce the stress and over think about their work when they are on their job.

## VI. CONCLUSION:

According to the findings of this study, work-life balance is more important for every individual in order to manage both their personal and professional lives. These hospitals should address work-life balance issues and help nurses in managing their work-life balance, which would improve their performance. They require a periodic review of their work and personal life satisfaction, or they will be subjected to severe stress. Work-life balance is a tool for improving nurses' lifestyles through various strategies and techniques. Every woman should set a goal and excel in both her career and her family in order to achieve work-life balance. The most influential and developing factor is organization commitment as well as individual commitment.

## VI. RESULT AND DISCUSSION:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.217 <sup>a</sup>	.047	.027	.52249
a. Predictors: (Constant), Pf, Factor				
b. Dependent Variable: I able to balance my work and personal life				

ANOVA <sup>a</sup>						
Model		Sum of Squares	Wdf	Mean Square	F	Sig.
1	Regression	1.310	2	.655	2.399	.096 <sup>a</sup>
	Residual	26.480	97	.273		
	Total	27.790	99			
a. Predictors: (Constant), Pf, Factor						
b. Dependent Variable: I able to balance my work and personal life						

Coefficients <sup>a</sup>						
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
a. Dependent Variable: I able to balance my work and personal life						

H1- organizational and personal factors influence significantly on work life balance.

Table 1. As per the data, it was found that organizational and personal factors did not influence on work life balance. Since it was found that regression table the significant values is .096 which is greater than p value, it can interpreted that organizational and personal factors did not influence on work life balance, hence hypothesis 1 is not accepted.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.092 <sup>a</sup>	.008	-.002	.53026
a. Predictors: (Constant), sh				
b. Dependent Variable: I able to balance my work and personal life				

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.234	1	.234	.834	.363 <sup>a</sup>
	Residual	27.556	98	.281		
	Total	27.790	99			
a. Predictors: (Constant), sh						
b. Dependent Variable: I able to balance my work and personal life						

Coefficients <sup>a</sup>						
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
a. Dependent Variable: I able to balance my work and personal life						

H2- Organizational Strategies influence significantly on work life balance.

Table 2. As per the data, it was found that organizational strategies influence significantly on work life balance. Since it was found that in regression table the significant values is .363 which is less than p value, it can interpreted that organizational strategies influence on work life balance, hence hypothesis 2 is accepted.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.027 <sup>a</sup>	.001	-.009	.53232
a. Predictors: (Constant), lg				
b. Dependent Variable: I able to balance my work and personal life				

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.020	1	.020	.072	.790 <sup>a</sup>
	Residual	27.770	98	.283		
	Total	27.790	99			
a. Predictors: (Constant), lg						
b. Dependent Variable: I able to balance my work and personal life						

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.811	.300		12.701	.000
	lg	.023	.087	.027	.268	.790
a. Dependent Variable: I able to balance my work and personal life						

H3- Level agreements towards their perception influence significantly on work life balance.

Table 3. As per the data, it was found that organizational strategies influence significantly on work life balance. Since it was found that in regression table the significant values is .790 which is greater than p value, it can interpreted that organizational strategies influence on work life balance, hence hypothesis 2 is accepted.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.790 <sup>a</sup>	.624	.565	.51227
a. Predictors: (Constant), fw				
b. Dependent Variable: I able to balance my work and personal life				

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.073	1	2.073	7.898	.006 <sup>a</sup>
	Residual	25.717	98	.262		
	Total	27.790	99			
a. Predictors: (Constant), fw						
b. Dependent Variable: I able to balance my work and personal life						

Coefficients <sup>a</sup>						
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
a. Dependent Variable: I able to balance my work and personal life						

H4- Flexible work influence significantly on work life balance.

Table 4. As per the data, it was found that Flexible work influence significantly on work life balance. Since it was found that in regression table the significant values is .006 which is greater than p value, it can interpreted that Flexible work influence on work life balance, hence hypothesis 3 is accepted.

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