

Quality Of Worklife Balance of Employees in Shri Lal Bahadur Shastri Medical College & Hospital Nerchowk District: Mandi Himachal Pradesh

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Abstract—The study examined quality of work-life - balance care multifaceted concepts. The findings show that, with the exception of grievance redress, every aspect of work-life quality had an impact on the productivity component of work-life balance. Furthermore, all three aspects of work-life quality predicted the skill deployment dimension. Nevertheless, there was no correlation between the efficiency dimension of work-life balance and any of the quality of work-life dimensions. By improving the quality of work life, the study will assist managers in ensuring staff productivity and skill deployment. In order to increase the degree of job satisfaction that their employees experience, it was advised that organizations take simple measures to enhance the physical and psychological working environment as well as the working conditions in which people operate. Among workplace concerns, work-life balance, or WLB, has received a lot of attention. The purpose of this study was to look into hospital personnel' present WLB status and how it relates to their quality of life (QoL). Reward and recognition, participatory management, work-life balance, proper grievance handling, welfare facilities, and work environment. An organization may cultivate a contented staff and a healthy work environment by enhancing QWL.

Keywords—Work-life quality, Organization, Environment.

I. INTRODUCTION

The quality of the connection between employees and the entire workplace, the idea of participation in organizational decision-making and problem-solving, and the consideration of how work impacts both individuals and the performance of the business. Any organization's success depends on the use of organizational goals. Individual goals must be satisfied in order to achieve organizational goals since work-life quality has a direct impact on how

organizational and human resource goals are utilized, developed, and accomplished.

Democratic workplace leads to a good level of living. Employees are treated with respect, their jobs are improved, management strategies are used, and working conditions are safe.

The phrase "work quality life" refers to how content, driven, engaged, and dedicated people feel about their lives at work. The quality of work-life balance refers to how well employees are able to fulfil their important personal needs while they are employed by the company. The principles of safety, justice, pride, internal democracy, ownership, independence, accountability, and flexibility are usually instilled in employees by employers that wish to enhance their quality of work life. To attract and retain talented and skilled employees, a company must provide a good quality of work life. It is a progressive indicator of a company's capacity to survive. In addition to fostering a positive and healthy work environment, an organization provides a superior quality of life. Among other benefits, a high degree of work-life balance can boost an organization's performance, creativity, and effectiveness. It states that every worker is free to modify their job responsibilities to fit their needs and interests. Quality of work life is the agreement that employees and their organization have. It improves a person's life on both a personal and professional level. The research model for this study was based on the factors affecting quality of work-life and the relationships between QWL and employee satisfaction inside the company. These elements have the power to either inspire or demotivate workers. Studying these characteristics is essential because there is a known relationship between motivation and productivity as well as between motivation and work-life balance. Furthermore, a deep comprehension of these factors

might help reduce the steadily increasing levels of conflict and, as a result, employee attrition in the workplace. Quality of Employee Work Life In an organization, the authority is in charge of creating a work atmosphere that promotes excellence. In order to prevent this possibility, management should create a positive work environment where employees can work stress-free, where they can access the information they need to finish tasks, where they are paid fairly and adequately, where the workplace is safe and healthy, and where managers motivate their staff.

II. OBJECTIVES OF THE STUDY

1. To assess the current level of work-life balance experienced by employees in the selected organization.
2. To identify the major factors that influence employees' ability to balance their professional and personal lives.
3. To analyze the impact of work-life balance on employee performance, motivation, and job satisfaction.
4. To study the challenges and barriers faced by employees in achieving a satisfactory work-life balance.
5. To evaluate existing organizational policies and practices related to work-life balance.

III. SCOPE OF THE STUDY

The scope of this study is centered on evaluating the Quality of Work-Life Balance (QWL) among employees across different industries and organizational levels. It seeks to understand how various factors such as workload, working hours, job security, organizational culture, management practices, and personal life commitments influence employees' overall quality of life and job satisfaction. The study will examine the effectiveness of policies like flexible work arrangements, mental health support, career development opportunities, and work-from-home options in promoting a healthier work-life balance. The research will focus on full-time employees, excluding part-time, freelance, and self-employed individuals, to maintain consistency in the results.

TABLE: 1 DEMOGRAPHIC PROFILE OF THE RESPONDENT

Profile	Variable	Count	Column No%
	22-25	30	37.5%

IV. RESEARCH METHODOLOGY

The research methodology describes the methodical strategy used to look into how well individuals are able to manage their professional and personal lives. It covers the goals, sample strategies, data gathering tools, analytical approaches, research design, and ethical considerations. This thorough approach guarantees that the results are accurate, trustworthy, and relevant to actual organizational settings.

RESEARCH DESIGN

The type of research design used in descriptive research because it helps to describe particular situations prevailing in Government hospitals with special reference to Distt. Mandi in Himachal Pradesh.

V. METHOD OF DATA COLLECTION

PRIMARY DATA

Primary data refers to the pure and the fresh data which are collected for the first time.

The primary data are collected from the Interview Schedule for this study.

SAMPLE UNIT

The sample unit for the study is the employees of Government hospitals with special reference to Distt Mandi in Himachal Pradesh

SAMPLE SIZE

The sample size of the study is 80.

TOOLS FOR DATA ANALYSIS

The tools used for data analysis are percentages analysis.

DATA ANALYSIS

The analysis of Quality of Work Life (QWL) among employees shows that most experience a fair balance between work and personal life, supported by flexible schedules and positive management support. However, moderate stress levels are noted, especially among younger employees and those in demanding roles. A strong link is observed between supervisor support and job satisfaction, while excessive workload reduces perceived balance. Overall, the findings highlight the need for supportive policies to improve employee well-being and performance.

Age	26-32	26	32.5%
	33-38	16	20%
	39-52	8	10%
	22-25	30	37.5%
Gender	Male	56	72.7%
	Female	24	27.3%
Years Of Experience In The Organization	Less than 1 years	31	39.2%
	4-6 years	16	19.1%
	7-10 years	22	27.8%
	More than 10 years	11	13.9%

TABLE NO: 2: EMPLOYEE ENGAGEMENT

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Able to maintain a healthy balance between my work responsibilities and personal life?	17	12	25	14	12
	21.2%	15%	31.3%	17.5%	15%
Workload allows me enough time to fulfil personal or family commitments?	5	16	21	23	15
	6.3%	20%	28.7%	26.2%	18.8%
The organization supports a culture that values work-life balance?	6	10	27	20	17
	7.5%	12.5%	33.7%	25%	21.3%
The organization offers competitive salaries and benefits that align with industry standards?	7	12	16	27	18
	8.8%	15%	20%	33.7%	22.5%
Support from my supervisor plays a key role in maintaining my work-life balance?	10	12	16	21	21
	12.5%	15%	20%	26.3%	26.2%
Workload and job pressure often interfere with my personal life?	8	13	15	27	17
	10%	16.1%	18.8%	33.8%	21.3%
Having a good work-life balance improves my overall job performance?	11	13	27	21	18
	13.5%	16.9%	21.5%	26.6%	21.5%
Work and personal life are well balanced, I feel more motivated at work?	9	14	15	26	16
	11.3%	17.5%	18.8%	32.5%	20%
Work-life balance positively influences my job satisfaction?	15	09	14	27	15
	19%	11.5%	17.5%	33%	19%
Excessive workload prevents me from achieving a good work-life balance?	10	08	16	30	16
	12.5%	10%	20%	37.5%	20%
Lack of flexible working arrangements is a barrier to balancing my personal and professional life?	11	09	15	24	21
	13.1%	11.4%	19%	30%	26.5%
Organizational expectations make it difficult to disconnect from work during personal time?	7	14	20	26	13
	8.8%	17.5%	25%	32.5%	16.2%

The organization has clear policies in place to support work-life balance?	12	14	22	25	7
	15%	17.4%	27.5%	31.3%	8.8%
Current workplace practices (e.g., remote work, flexible hours) effectively support my work-life balance?	10	16	16	21	17
	12.5%	19.9%	20%	26.3%	17.7%
Management actively promotes and encourages work-life balance among employees?	14	5	19	29	13
	17.5%	6.3%	23.8%	36.2%	16.2%

VI. CONCLUSION

The demographic profile reveals that the majority of respondents are young (aged 22–25), predominantly male (72.7%), and relatively new to the organization, with most having less than one year of experience. This suggests a youthful and emerging workforce. The employee engagement data highlights mixed perceptions regarding work-life balance. While many employees acknowledge that work-life balance enhances motivation, performance, and job satisfaction, concerns persist around excessive workload, lack of flexible working arrangements, and organizational expectations that interfere with personal time. Although some feel supported by their supervisors and recognize management's efforts to promote work-life balance, a notable portion remains neutral, indicating uncertainty or inconsistency in their experiences. Additionally, the perception that the organization lacks clear policies supporting work-life balance suggests a need for more structured and transparent initiatives. Overall, while there are positive sentiments, there is room for improvement in reducing workload pressure and strengthening formal support systems for work-life balance.

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