

Analysis Of Work-Life Balance of Female Nurses: A Study with Special Reference to Private Hospital Nurses

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Abstract—Work-life imbalance is an increasing concern worldwide, particularly for nurses and healthcare professionals whose ability to provide quality patient care relies on maintaining a healthy balance between work and personal life. Nurses play a vital role in healthcare by offering medical care, emotional support, education, and advocacy to patients. The profession requires high levels of dedication, skill, and compassion, often involving long hours, heavy workloads, and emotional stress. Many nurses find it difficult to manage the demands of their jobs alongside family responsibilities due to extended shifts and unpredictable schedules. Achieving a healthy work-life balance is crucial for nurses to maintain their well-being, job satisfaction, and long-term career success. This balance involves effectively managing professional duties and personal commitments, allowing nurses to lead fulfilling lives while continuing to deliver critical care to their patients.

Index Terms—Work-life balance, Factors Affecting Work-Life Balance, Nurses & Healthcare

I. INTRODUCTION

The Indian healthcare sector is expanding rapidly due to comprehensive coverage, a wide range of services, and increasing investments from both public and private sectors. India holds a competitive edge in the global healthcare industry due to its large pool of highly skilled medical professionals. Among them, nurses play a vital and indispensable role in the healthcare system. Historically, the nursing profession has been characterized by demanding work conditions. Nurses often face extended shifts, including night shifts and irregular hours, which can disrupt their

personal lives and contribute to stress and fatigue. The physical and emotional demands of the job are significant, with nurses frequently dealing with life-and-death situations, providing comfort to patients and their families during critical times, and coping with the loss of patients.

In recent years, the topic of work-life balance has drawn growing attention within the healthcare industry. Work-life balance refers to the ability to effectively manage job-related duties alongside personal and family commitments. For nurses, maintaining this balance is crucial not only for their personal well-being and job satisfaction but also for delivering high-quality care to patients. Studies have shown that when nurses struggle with work-life balance, it can lead to negative consequences such as burnout, dissatisfaction with their roles, mental health concerns, and a greater likelihood of exiting the profession. Burnout—marked by emotional fatigue, detachment from work, and a diminished sense of achievement—is especially common among nurses due to the inherently demanding nature of their jobs. The COVID-19 pandemic has further intensified these difficulties, placing extraordinary pressure on healthcare systems globally. Nurses, being central to the pandemic response, have often been required to work in highly stressful conditions with insufficient resources. This situation has underscored the urgent need to prioritize work-life balance within the nursing profession. The purpose of this study is to investigate the key factors influencing nurses' work-life balance, examine its effects on their job satisfaction and overall well-being, and identify practical strategies for improvement. By addressing these challenges,

healthcare institutions can foster a more supportive environment that enhances outcomes for both nurses and the patients they care for.

II. WORK-LIFE BALANCE OF NURSES

In the Medical Sector, shift work particularly night shifts occur frequently. This puts a lot of strain on nurses' personal and professional lives over time, as they must balance a variety of obligations at home and at work. The significant objective of this study is to scrutinize nurses' work-life balance and the obstacles they encounter in this regard, particularly during the COVID-19 pandemic. Because of their extraordinary bravery, devotion, and tenacity, nurses have been the pandemic's shining lights around the world. As a result, they will confront many obstacles every single moment of a day, making it difficult to maintain a strong balance between work- and life. Work-life balance (WLB) is the state of maintaining a healthy distribution between job-related tasks and personal life obligations, enabling individuals to handle both without excessive pressure. For nurses, WLB involves managing the demands of their job while ensuring adequate time for personal activities, family, and self-care. Key concepts related to WLB include work-related stress, job satisfaction, mental health, and overall well-being.

Key Influences on Work-Life Balance

Several reasons influence the Harmony Between Work and Home Life of nurses, which includes:

1. Working Hours:

Nurses frequently have extended work hours that may include overnight, weekend, and holiday shifts, which can interfere with their personal schedules and sleep cycles.

2. Shift Work:

Rotating shifts and night shifts are common in nursing, leading to irregular schedules that can affect family life and social activities.

3. Workload:

High patient-to-nurse ratios, increased administrative tasks, and the need to handle emergencies contribute to a heavy workload.

4. Support Systems:

Having support from coworkers, managers, and family members is essential in helping individuals maintain a healthy balance between work and personal life.

5. Job Control:

The extent to which nurses can manage their schedules and work settings affects how well they can maintain a balance between their professional and personal lives.

6. Organizational Policies:

Policies related to flexible working hours, leave, and support for professional development can affect WLB.

7. Personal Factors:

Individual circumstances such as family responsibilities, childcare, and personal health conditions also influence WLB.

III. REVIEW OF LITERATURE

Brown et al. (2013): The research examined the elements that affect nurse managers' intentions to remain in their roles and their overall retention. The results emphasized that maintaining a healthy work-life balance significantly influences their job satisfaction and decisions to stay in the position.

Caruso (2014): Caruso's research examined how shift work and extended hours adversely affect nurses, stressing the toll such schedules take on their physical and mental health. The study underscored the significance of work-life balance in supporting nurses' overall well-being.

IV. SCOPE OF THE STUDY

This study focuses on nurses working in hospital settings, given the high demands and unique challenges associated with these environments. The research will cover various aspects of work-life balance, including working hours, shift patterns, workload, and personal responsibilities. Only the Female nurses of private hospitals Sivakasi were included in the survey.

V. OBJECTIVES OF THE STUDY

This study aims to achieve the following main goals:

1. Determine the elements that affect nurses' ability to maintain a balance between work and personal life

2. Evaluate how work-life balance influences nurses' job satisfaction and overall well-being.
3. Investigate approaches to enhance work-life balance among nurses.

VI. STATEMENT OF THE PROBLEM

Nurses are essential to the healthcare system, delivering ongoing care and support to patients in diverse environments. Despite their vital role, they frequently encounter considerable difficulties in managing the demands of their jobs alongside personal life responsibilities. The nursing profession's high-pressure nature, marked by extended hours, rotating shifts, and emotional challenges, often results in a significant imbalance between work and personal life. This imbalance not only affects nurses' health and well-being but also impacts the quality of care provided to patients and the overall effectiveness of healthcare services. Therefore, the researcher aims to examine the work-life balance of nurses within the specified study area.

VII. RESEARCH METHODOLOGY

In this study, we utilized both primary and secondary data for a thorough understanding. The primary data was derived from 150 dedicated private hospital female nurses in Sivakasi and gathered through a well-structured questionnaire using a stratified random sampling method. Additionally, we meticulously obtained secondary data from reputable sources such as journals, articles, and websites. Our rigorous approach included conducting reliability, validity, and normality tests using the designed questionnaire in a pilot study. Upon establishing the questionnaire's reliability, we meticulously tabulated and analyzed the data, employing the simple percentage method for interpretation, complemented by the use of factor analyses for testing purposes.

Analysis of Work-Life Balance of Female Nurses

The researcher has categorized the socio-economic profile of the nurses based on their place of residence, gender, age, marital status, educational qualifications, family structure, monthly income, number of earning members in the family, and years of experience. Furthermore, the analysis also includes specific details about the work-life balance of female nurses. You can find the detailed analysis in Table 1.

Table 1 Socio-Economic Status Wise Classification

S. No	Socio Economic Variables	No. of Nurses	Percentage
Nature of Residence Wise Classification			
1.	Rural	67	44.67
2.	Urban	52	34.67
3.	Semi Urban	31	20.66
Age Wise Classification			
1.	Less Than 30 Years	28	18.67
2.	31-40 Years	59	39.33
3.	41-50 Years	43	28.67
4.	Above 50 Years	20	13.33
Literacy Level Wise Classification			
1.	Certificate Course in Nursing	23	15.33
2.	Diploma In Nursing	51	34
3.	Post Diploma in Nursing	26	17.33
4.	BSC Nursing	20	13.33
5.	MSC Nursing	30	20
Marital Status Wise Classification			
1	Married	109	72.67
2	Unmarried	41	27.33
Children Wise Classification			
1.	Have	87	79.82
2.	Do Not Have	22	20.18
Number of Children Wise Classification			
1.	1	28	32.18
2.	2	45	51.72
3.	3	12	13.79
4.	Above 3	2	2.3
Experience Wise Classification			
1.	1-3 Years	26	17.33
2.	4-7 Years	61	40.67
3.	8-10 Years	41	27.33
4.	More Than 10 Years	22	14.67
Type of Family Wise Classification			
1.	Joint Family	38	25.33
2.	Nuclear Family	112	74.67
Salary Wise Classification			
1.	Below Rs. 15,000	27	18
2.	Rs. 15,000 To Rs. 25,000	81	54
3.	Above Rs. 25,000	42	28
Total		150	100.00

Source: Primary data

Based on the data presented in the table 1, it is evident that a significant majority of the respondents, accounting for 44.67 percent, reside in rural areas. Furthermore, 39.33 percent fall within the 31-40 age category, while 34 percent have completed a diploma in nursing. A substantial 72.67 percent of the respondents are married, with 79.82 percent having children. Of these, 51.72 percent have 2 to 3 children. Additionally, 40.67 percent have gained 4-7 years of experience. A majority of 74.67 percent belong to nuclear families, and 54 percent earn a monthly salary ranging from Rs. 15,000 to Rs. 25,000.

Recognizing Work-Life Balance of Female Nurses – Factor Analysis

KMO and Bartlett's Test of Sphericity of opinion regarding the factors that experience in the Workplace KMO, or Kaiser-Meyer-Olkin, is a statistical measure used to assess the adequacy of sample data for factor analysis. This test evaluates the degree of partial correlations among variables to determine if factor analysis is appropriate. Typically, a KMO value above 0.5 indicates the data is suitable for factor analysis, with higher values being more favorable.

Table 2 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.723
Bartlett's Test of Sphericity	Approx. Chi-Square	714.285
	Df	45
	Sig.	.000

Source: SPSS Output

The KMO statistic value exceeds 0.5, demonstrating that the data is appropriate for factor analysis. This suggests that the correlations among variables are sufficiently strong to allow for reliable extraction of factors. In this case, the Kaiser-Meyer-Olkin Measure of Sampling Adequacy is 0.723, indicating good suitability for factor analysis. Additionally, Bartlett's Test of Sphericity yields a significant result, with a p-value below the 0.05 threshold, confirming that the correlation matrix is significant. Therefore, it can be concluded that factor analysis is appropriate for this dataset.

Communalities Variance Extraction of opinion regarding the factors that experience in the Workplace

Communality, represented by the symbol h^2 , indicates the portion of a variable's variance that is explained by the factors extracted in the analysis. It reflects how much of the variance in each variable can be attributed to the common factors identified through factor analysis. After conducting the analysis, researchers review communalities to evaluate how well the model fits. Higher communality values suggest that the extracted factors account for a greater share of the variance in the variables, which is considered favorable.

Communalities are typically used in conjunction with other outputs of factor analysis, such as factor loadings and eigenvalues, to understand how well the factors explain the underlying structure of the data. The Communality for each variable is computed as given in Table 3.

Table 3 Communalities of opinion regarding the factors experienced in the Workplace

S. No	Statements	Extraction
1	Working Hours	.561
2	Lower nurse-patient ratio	.606
3	Limited medical equipment	.527
4	Support Systems	.594
5	Job Control	.671
6	The doctor scolded me in front of the patients	.674
7	Organizational Policies	.679
8	Personal Factors	.583
9	Shift Work	.532
10	Workload	.705

Source: SPSS Output

Extraction Method: Principal Component Analysis
The Communalities Value must be more than 0.5. therefore, all the statements are good.

Total Variance Extraction of opinion regarding the factors that experience in the Workplace

The proportion of variance accounted for by each factor is calculated using the eigenvalues. Since there are 10 variables, the total variance sums to 100%. The results of these variance calculations, as derived from the SPSS output, are shown in Table 4.

Table 4 Total Variance Extraction of opinion regarding the factors that experience in the Workplace

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	3.646	36.462	37.462	2.746	27.462	37.462	2.376
2	1.193	11.926	50.388	1.393	13.926	50.388	2.228
3	1.040	10.400	61.788	1.240	12.400	61.788	1.874
4	.677	6.775	69.563				
5	.597	5.971	76.534				
6	.452	4.519	82.053				
7	.401	4.014	87.067				
8	.476	4.759	91.826				
9	.435	4.347	96.172				
10	.383	3.828	100.000				

Source: SPSS Output

Extraction Method: Principal Component Analysis

The table reveals that three factors or Components have initial Eigenvalues of more than 1.0. The three Component Factors extracted accounted for a total Cumulative variance of Rotation sums of Squared Loading Value is 61.788 Percent.

Rotated Component Matrix Rotation of opinion regarding the factors that experience in the Workplace The rotated Component Matrix Rotation of opinion regarding the factors that are experienced in the Workplace are analyzed and presented in the following table.

Table 5 Rotated Component Matrix of opinion regarding the factors that experience in the Workplace

S. No.	Statements	Component		
		1	2	3
1	Lower nurse-patient ratio	.821		
2	Organizational Policies	.730		
3	Limited medical equipment	.622		
4	Personal Factors	.518		
5	The doctor scolded me in front of the patients		.804	
6	Support Systems		.730	
7	Job Control		.668	
8	Shift Work			
9	Workload			.817
10	Working Hours			.680
Extraction Method: Principal Component Analysis.				
Rotation Method: Varimax with Kaiser Normalization.				

Source: SPSS Output

Table 5 shows that the rotated Factor component loadings of opinion regarding the factors that experience in the Workplace are divided into three factors. All the factors are loaded with a value of more than 0.5. Further, all the statements have been used for the analysis of Confirmatory Factor Analysis (CFA).

Summary of Findings

Studies on nurses' work-life balance have revealed important insights. Elements like extended work hours, rotating shifts, heavy workloads, and insufficient support networks contribute to an imbalance between work and personal life. This imbalance may result in adverse effects such as burnout, health problems both physical and mental,

reduced job satisfaction, and a decline in the quality of care provided to patients.

VIII. RECOMMENDATIONS

Based on the findings, the following recommendations are proposed:

1. Implement flexible scheduling options to accommodate nurses' personal and family responsibilities.
2. Provide adequate staffing levels to reduce workload and prevent burnout.
3. Provide mental health and wellness support initiatives, including counseling services and stress reduction workshops.
4. Foster an organizational culture that prioritizes work-life balance and encourages transparent discussions regarding workload and stress levels.
5. Perform routine evaluations of nurses' work-life balance and job satisfaction to pinpoint opportunities for enhancement.

IX. CONCLUSION

In conclusion, the work-life balance of nurses is a critical issue that requires attention from healthcare organizations, policymakers, and researchers. By tackling the causes of work-life imbalance and adopting measures to assist nurses, their overall well-being, job satisfaction, and the standard of patient care can be enhanced.

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