



# A STUDY ON WORK-LIFE IMBALANCE AMONG NURSES AT THALASSERY MISSION HOSPITAL

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**Abstract:** Nurses who struggle to strike a healthy balance between their personal and professional obligations are said to suffer from work-life imbalance. This mismatch, which can have serious detrimental effects on nurses and the kind of care they deliver, can arise from several issues specific to the nursing profession. The study looks into the widespread problem of work-life imbalance among nurses, which has a significant impact on the well-being of nurses personally as well as their ability to perform professionally. These consist of rigorous work schedules, elevated stress levels, insufficient staffing, and inadequate support networks. The effects of a work-life imbalance are also examined in the study, including burnout, a decline in job satisfaction, and a compromise in patient care. Flexible schedules, mental health resources, and organizational adjustments to create a more supportive and long-lasting work environment are among the recommendations.

**Keywords:** *imbalance between work and life, hours worked, as well as personal and professional lives.*

## I. INTRODUCTION

Global population health and well-being are greatly dependent on the healthcare industry, and nursing in particular. As the backbone of healthcare facilities, nurses frequently put in long, hard shifts to provide patient care. This study explores the disparity between work and life for nurses.

The high-stress environment in which nurses work is one of the main causes of work-life imbalance in this profession. Because of the nature of their work, they must be on guard at all times, handle emergencies, and offer patients and their families emotional support. These demands, along with irregular and lengthy shift work, frequently result in tiredness, both physically and mentally. These circumstances exacerbate the disparity between nurses' personal and professional lives by making it difficult for them to find time for their families and personal interests.

The organizational and systemic problems that lead to work-life imbalance in nurses are also examined in this study. Significant contributors include understaffing, weak support systems, and subpar management techniques. Understaffing, for example, may cause the available nurses to take on excessive workloads, and inadequate support systems may not be able to supply the tools required for appropriate stress and workload management. Inadequate management techniques may make these problems worse by neglecting to identify and meet the needs of their nursing staff. Lastly, a large percentage of nurses leave their jobs and never come back, contributing to the high turnover rate in the nursing profession. There is now a real concern regarding the possible nursing shortage. In the future, there will be a scarcity of young nurses. It's critical to support practicing nurses in holding onto their jobs and advancing their careers.

## II. OBJECTIVE OF THE STUDY.

- ✓ To explore the impact of work-life imbalance on hospital-based nurses to understand how they are balancing their personal and professional lives.
- ✓ To Identify critical factors contributing to work-life imbalance among nurses.
- ✓ Identify the specific aspects of work-life imbalance that contribute most to unhappiness.

## III. STATEMENT OF THE PROBLEM.

In the healthcare industry, work-life imbalance among nurses has become a serious problem that affects both their well-being and the standard of patient care. The emotionally taxing nature of nursing, coupled with long hours, erratic work patterns, high-stress settings, and emotional labor, makes it difficult for nurses to strike a good balance between their private and professional lives. Negative effects include burnout, low job satisfaction, high absenteeism, and high turnover rates might arise from this imbalance.

Thus, the purpose of this study is to examine both organizational and individual aspects to determine the degree and causes of work-life imbalance among nurses. By tackling this problem, the research hopes to improve workplace health and in turn the quality of life for nurses as well as the general effectiveness of healthcare systems.

#### IV. REVIEW OF LITERATURE.

(PRINI VARGHESE, 2024) "Perception Toward Work-Life Balance Among Healthcare Professionals" was the subject of a study. The majority of healthcare professionals, according to the study's findings, have a mediocre work-life balance, which highlights the need for quick action to stop the problem from getting worse. Healthcare productivity, job satisfaction, favorable clinical results, high-quality patient care, and safety must have a balanced work-life balance.

(REJINOLD, 2024) the impact of flexible work arrangements on work-life balance and employee intention to stay was the subject of a study undertaken. The analysis of the effects of flexible work arrangements on work-life balance and employee retention is the main goal of this study. The study used 151 IT workers from Kochi as its sample.

(MOUSTAQA KARIM KHAN RONY, 2023) carried out a study on the relationships between work-life imbalance, employee dissatisfaction, the effect of work on families, and the influence of families on the work of nurses. This study looked into the connections between work-life imbalance, employee discontent, work's effect on the family, and the family's influence on the workplace.

(UZMA MUSHTAQ, 2022) "Work-life balance: An empirical study of female nurses in Kashmir" was the topic of the study. Women in their careers often say that having many personal and professional duties has made life a juggling act. The hospital administration should regularly assess the status of these nurses and take appropriate notice of their concerns. For female nurses to successfully strike a balance between their personal and professional lives, the workplace must be made suitable by the administration. The article's objective is to objectively assess the work-life balance of female nurses in Kashmir against this background.

(ALIREZA RAHMANI, 2021) carried out a study titled "A thorough analysis of the factors affecting nurses' work-life balance." Relevant articles published between 2000 and 2020 were examined for this investigation. Studies' findings demonstrated the significance of work-life balance for nurses, and managers should establish the framework for developing efficient strategies and tactics for workplace flexibility for nurses while also providing them with the required training to enable them to carry out these approaches more effectively.

(DR . P. AMUTAHALAKSHMI, 2020) conducted a study titled "Urban Nurses' Work-Life Balance." The equilibrium that a person requires between the time allotted to work and other facets of life is known as work-life balance. To gauge the nurses' work-life balance, a selected demographic profile of the nurses was examined in this study. A cross-sectional study involving 300 nurses from a South Indian metropolitan metropolis was conducted between October 2018 and May 2019. The Work-Life Balance Scale was used to measure work-life balance.

#### V. SCOPE OF THE STUDY.

Only the nurses employed by Thalassery Mission Hospital throughout the research period (May 2024) are covered by this study.

#### VI. RESEARCH METHODOLOGY

The term "research methodology" describes the methodical strategy, tools, and processes that scientists employ to gather, examine, and comprehend data. It includes the overarching plan and reasoning that direct data collecting and analysis.

##### Research design

The study is descriptive, with data gathered via questionnaires and observations about the variables related to nurses' work-life balance. The primary data were gathered from the private hospital nurse at Mission Hospital Thalassery via a questionnaire. To accomplish the goals, 86 replies are gathered as a sample. The secondary data came from study papers, books, journals, websites, records, theses that had been published, and other relevant efforts.

##### Population size

The full set of people or situations that are the subject of the investigation. The portion of the population chosen for the study is called the sample. The Thalassery Mission Hospital nurses made up the study's population.

##### Sample size

With a population of 110, the study's sample size at a 95% confidence level and a 5% margin of error is 86.

##### Sampling technique

For this investigation, the researcher employed the random sampling approach. Methods for selecting a sample from a population so that each person has an equal probability of being chosen are known as random sampling techniques.

##### Data collection

Methods for gathering data are employed in data collection for the study. These techniques fall into two categories: primary and secondary data-gathering methods. Each has a diverse set of procedures that are appropriate for different kinds of study.

##### Primary Data

The primary data were gathered from the nurses employed at Mission Hospital Thalassery, a private hospital, using a questionnaire. Closed-ended questions are included in the questionnaire to help gather information on respondents' demographics and work-life balance. The survey is distributed using Google Forms.

##### Secondary Data

The secondary data came from study papers, books, journals, websites, records, theses that had been published, and other relevant efforts.

## Statistical Tools

SPSS software and Microsoft Excel are used for the data analysis.

- ☐ Percentage Analysis
- ☐ Chi-square analysis

## VII. ANALYSIS AND FINDINGS OF THE STUDY.

### Percentage Analysis

1. The majority (73.2%) of the respondents belong to the age group of 20 – 30 years.
2. The majority 67.4% of the respondents are female.
3. The majority (73.3%) of the respondents are Unmarried.
4. The majority (65.1%) of the respondents are BSC qualified.
5. The majority (62.8%) of the respondents are staff nurses.
6. Most (37.2%) of the respondents have 0- 1 years of work experience.
7. Most (32.6%) of the respondents have more than 8 hours of working.
8. Most (31.4%) of the respondents have a monthly income of less than 18000.
9. The majority (64%) of the respondents are permanent employees.
10. Most (32.6%) of the respondents are in the emergency department.
11. Most (46.5%) of the respondents work 6 days in a week
12. Most (48.8%) of the respondents work in day shift.
13. The majority (51.2%) of the respondents feel that “sometimes” work interferes with the ability to spend time with loved ones or pursue personal interests.
14. Most (45.3%) of the respondents “sometimes” self-care.
15. The majority (52.3%) of the respondents feel “sometimes” work commitments interfere with personal life.
16. Most (41.9%) of the respondents rated their physical health as “Acceptance”.
17. Most (44.2%) of the respondents felt “sometimes” working long hours causes burnout, and stress, and effecting mental health.
18. Most (44.2%) of the respondents experience symptoms of stress, such as anxiety or difficulty sleeping, due to work.
19. Most (39.5%) of the respondents reported that their organization takes initiatives “sometimes” to manage work-life balance.
20. Most (46.5%) of the respondents stated that they need to work extra hours “sometimes”
21. Most (32.6%) of the respondents reported that they “sometimes” have provision for flexible work timings.
22. Most (43%) of the respondents reported that they “sometimes” have the provision of job sharing and leave in case of emergency.
23. Most (34.9%) of the respondents are neutral with the time management.
24. Most (30.2%) of the respondents agree with the demanding work environment.
25. Most (31.4%) of the respondents agree with the shift work.
26. Most (32.6%) of the respondents are neutral with the shortage of staff.
27. Most (30.2%) of the respondents are neutral with the family support.
28. Most (36.0%) of the respondents agree with the organizational support.
29. Most (33.7%) of the respondents are neutral that they are satisfied with their family life.
30. Most (32.6%) of the respondents agree that their family members are satisfied with their profession.
31. Most (39.5%) of the respondents are neutral that they can support their family well enough with their wages.
32. Most (38.4%) of the respondents are neutral that they have reasonable working hours.
33. Most (33.7%) of the respondents are neutral that they feel stress during their work.
34. Most (45.3%) of the respondents are neutral that they are satisfied with the working conditions of the hospital.
35. Most (19.8%) of the respondents are unhappy with the benefits.
36. The majority (51.2%) of the respondents reported that they have “moderate” unhappiness.
37. Most (44.2%) of the respondents expressed “neutral “to the current work-life balance.

### Chi-Square Analysis

table 1: case processing summary

|                                            | Cases |         |         |         |       |         |
|--------------------------------------------|-------|---------|---------|---------|-------|---------|
|                                            | Valid |         | Missing |         | Total |         |
|                                            | N     | Percent | N       | Percent | N     | Percent |
| Working hours *<br>Effecting mental health | 86    | 50.00%  | 86      | 50.00%  | 172   | 100.00% |



table 2: chi-square analysis

|                              | Value    | df | Asymp. Sig. (2-sided) |
|------------------------------|----------|----|-----------------------|
| Pearson Chi-Square           | 13.30971 | 12 | 0.347                 |
| Likelihood Ratio             | 15.22218 | 12 | 0.230                 |
| Linear-by-Linear Association | 0.443615 | 1  | 0.505                 |
| N of Valid Cases             | 86       |    |                       |

**Interpretation**

As per the above table, it is inferred that the P value is  $0.347 > 0.05$ . Hence Null hypothesis ( $H_0$ ) is Accepted. There is no significant relationship between working hours and affecting mental health.

**VIII. CONCLUSION.**

This important component of the healthcare workforce faces substantial obstacles, as revealed by the study on work-life imbalance among nurses. Nursing is a demanding profession that is marked by long hours, high levels of stress, and emotional labor. These factors worsen work-life imbalance and influence both personal and professional well-being. Important findings show that nurses frequently struggle to balance work and home obligations, burn out, and deal with mental health problems. These factors might lower job satisfaction and raise turnover rates. A diversified strategy is needed to address these problems. Healthcare institutions must establish policies that facilitate flexible scheduling, ensure sufficient staffing, and provide auxiliary services like wellness programs and counseling. Furthermore, it's critical to create a work environment that is encouraging, honors the contributions made by nurses, and acknowledges their desire for a work-life balance. Investing in opportunities for professional development can also enable nurses to more skillfully manage their responsibilities. In the end, resolving the work-life gap among nurses is essential to building a more robust and efficient healthcare system as well as occupational health.

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