

# **Exploring Work-Life Balance and Job Satisfaction, Among Healthcare Workforce in Mahabubnagar District**

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## **Abstract**

One of the most demanding occupations is healthcare, where employees frequently deal with a lot of work, little free time, and even conflicting role expectations, which can lead to a poor work-life balance (WLB). The purpose of this study is to examine how work-life balance (WLB) experiences and job satisfaction affect healthcare workers at hospitals in the private sector. The study used a self-administered questionnaire survey using a five-point Likert scale, adhering to the analytical research design. Responses were gathered from 412 nurses in various roles at hospitals in the private sector. Using structural equation modeling, descriptive and inferential statistics were used to analyze the gathered data. Smart PLS 4 was used for data validation and path coefficient analysis at a significance level of 5%. Work-personal life enhancement (WPLE), work interference with personal life (WIPL), and personal life interference with work (PLIW) were the three aspects used to analyze WLB. The study found a strong correlation between job happiness and work-personal life improvement and personal life interference with work. Additionally, the results showed a strong positive correlation between job satisfaction and WLB interferences. According to this study, TI should be discouraged by focusing on WLB and work satisfaction. Both managers and legislators can utilize this study to enhance the situation and implement appropriate actions. Additionally, this investigation has theoretical ramifications grounded in boundary theory.

## **Keywords**

Work-life balance, Job satisfaction, healthcare workforce

## **1. Introduction**

The importance of achieving work-life balance (WLB) has increasingly been recognized over the years. WLB refers to the equilibrium between an individual's professional and personal life, allowing them to effectively manage work obligations while also dedicating time to family, personal growth, and well-being, including both spiritual and physical development. This balance is crucial for overall happiness and productivity (Leoński, 2015; Pietras, 2019). The term "life" encompasses the leisure time within an employee's personal sphere, which includes relaxation, family interactions, social activities, and unpaid responsibilities like volunteer work and household chores. On the other hand, "work" pertains to activities undertaken in exchange for financial compensation (Binniger, 2014; Tomaszewska-Lipiec, 2018; Wang, 2015).

An analysis of scientific publications was performed using the Scopus database. The search employed the keyword "work-life balance," resulting in a total of 5,876 articles after filtering for English-language publications. The below Figure 1 indicates increasing interest in this research area from recent years (from 2000 to 2022). The data indicates an exponential increase in the number of publications ( $R^2 = 0.983$ ). This suggests that the topic of work-life balance is likely to continue garnering considerable interest from researchers in the future. (from the figure showing below).

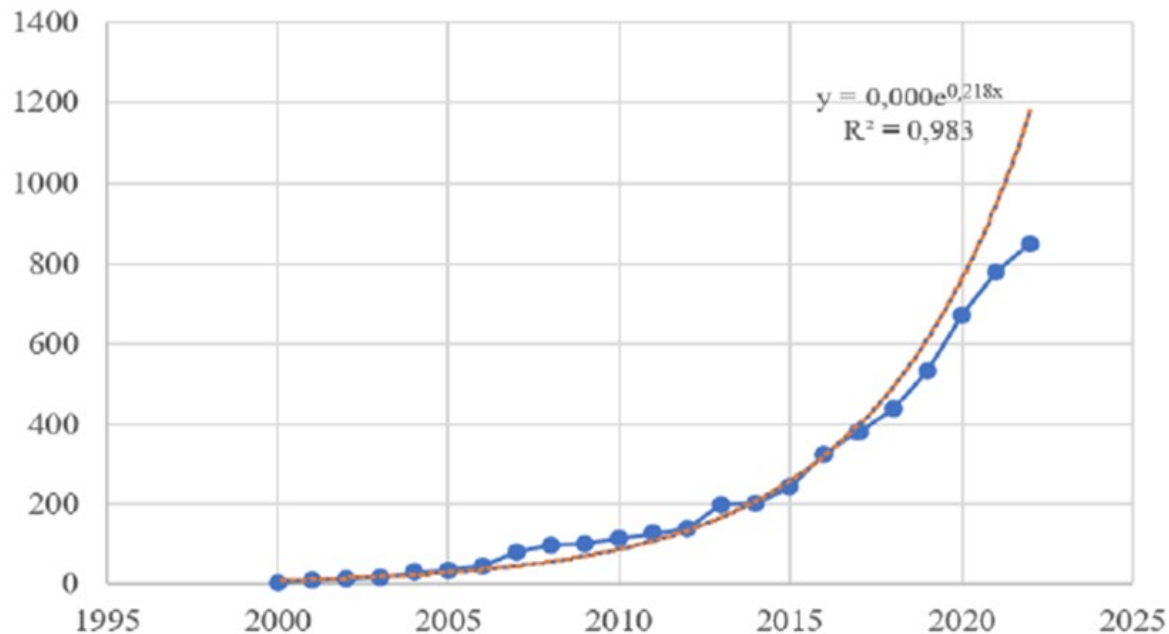


Figure 1. Increasing interest in this research area from recent years (from 2000 to 2022).

Source: <https://ersj.eu/journal/3243>

In today's fast-paced technological environment, the demands of work are evolving, reflecting new patterns and expectations (Thilagavathy and Geetha, 2020). The competitive nature of modern business pushes employees to engage actively and dedicate themselves fully, often at the expense of their work-life balance (WLB) (Turanligil and Farooq, 2019). Over the past fifty years, there has been significant research into the work-life interface, driven by shifts in gender roles, family dynamics, and career paths (Powell et al., 2019). Numerous literature reviews have emerged in this field, yet the study of WLB continues to be hampered by conceptual ambiguity (Perrigino et al., 2018).

Healthcare employees, especially those in nursing, often have strong opportunities for growth in both international and domestic markets. However, concerns about work-life balance (WLB) have been raised in the profession. Nurses, being a significant part of the hospital workforce, play a crucial role in patient care, and the reputation of healthcare institutions heavily relies on their performance. Their duties are both mentally and physically demanding due to heavy workloads, often exacerbated by staffing shortages. This frequently leads to night shifts and the sacrifice of regular holidays (Greenglass et al., 2001; Garrett & McDaniel, 2001).

## 1.1 Objectives

To understand how work-life balance affects job satisfaction among healthcare workers.

## 2. Review Literature

The concept of work-life balance among nurses first gained attention in the 1990s. Early research, such as that by Kane and Kartha (1992), explored job sharing among staff nurses as a strategy to support their work-life balance. This was followed by an examination of how chief nurse executives balanced their professional and personal lives (Borman, 1993). Further studies focused on nurse faculty members, who faced challenges in balancing their work

demands with personal life responsibilities (Grigsby & Megel, 1995). This issue has become particularly important due to the global shortage of nurse faculty.

In nursing literature, work–life balance is defined as the ability to achieve equilibrium between paid work and life outside of work, which can vary depending on individual circumstances (National League for Nursing [NLN], 2005). The concept originated in Great Britain in the late 1970s as a way to describe how women, particularly stay-at-home mothers, could manage the transition back to work (Working Families, 2009). Over time, work–life balance has been studied across numerous disciplines, including economics, gender studies, and management (Beauregard & Henry, 2009).

Stress related to work–life balance is a global concern, particularly when job satisfaction is low. A balance between professional responsibilities and personal life is essential for reducing the tension between work and home (Yadhav R.K. & Yadhav S.S., 2014). Additionally, there is limited information on the psychological needs of healthcare workers, particularly in relation to the COVID-19 pandemic. Further research is necessary to understand the psychological effects of the pandemic on healthcare professionals, as well as the associated risks and protective factors (Pabalkar & Prakash, 2020).

Leverage analysis is used to analyse the importance and satisfaction regarding various work life balance initiatives. The study found that “conducting games, sports, cultural, and family events” and “physical fitness programs” have high importance but low satisfaction among the respondents (Srilatha Ponna et al., 2023). Frequent exposure to high workloads, limited time, and the need to juggle multiple roles often disrupts work-life balance (WLB)(Kaddourah et al.,2018).This imbalance can foster a negative attitude toward work, diminish motivation, and, over time, increase the likelihood of employees considering resignation.(Chen et al., 2009; Ribeiro et al., 2023). If an employee is mentally well and fulfilled, they are totally involved in their work (Prakash. P, & Kashyap B., 2021). The achievement of healthy work life balance is not a one day activity, instead it is an on-going process which can be achieved by mutual efforts of both organization and employees. It is battle of mutual compromise where there is a win –win situation (Kashyap, E & Kaur, S-2021). Research shows that work life balance is positively associated with wellbeing as well as job and life satisfaction and negatively with anxiety, depression and mental health problems (Kotera Y, Green P, Sheffield D.-2020).

Moreover, India faces a critical shortage of healthcare workers, a problem exacerbated during the COVID-19 pandemic. The NITI Aayog’s New India@75 strategy aims to create 1.5 million jobs in public health by the end of FY 2023 to address this shortage, which is further intensified by the demand for Indian healthcare professionals in OECD countries.

### **3. Research Methodology**

#### **3.1 Statement of the Problem**

Healthcare workers' productivity and well-being are greatly influenced by work-life balance and job satisfaction. Healthcare professionals in the Mahabubnagar area deal with particular difficulties that may affect these elements, such as lengthy workdays, heavy patient loads, and few resources. These issues may have an impact on the standard of patient care and the retention of qualified personnel in the healthcare industry by raising stress levels, decreasing job satisfaction, and making it harder to maintain a good work-life balance. Because of the demanding nature of the work, it can be difficult to strike a balance between professional obligations and personal time in the healthcare industry. Like many others across the world, healthcare workers in Mahabubnagar District deal with emotional demands, high stress conditions, and long hours. This may have an effect on their happiness at work and general well-being. Burnout, decreased productivity, and a decline in the standard of patient care can result from an inadequate work-life balance. In Mahabubnagar, little study has been done to evaluate the effects of work-life balance on healthcare workers' job satisfaction, mental health, and retention in the workforce, despite the vital role they play in the community's health and welfare. In order to assist healthcare professionals, improve their quality of life, and eventually improve patient care in the area, it is imperative that this gap be filled. The purpose of this study is to investigate the work-life balance and job satisfaction levels of healthcare professionals in Mahabubnagar, pinpoint the major determinants of these variables, and recommend actions to improve both personal and professional well-being and overall job satisfaction.

### 3.2 Need for the study

Because it examines important facets of job satisfaction and work-life balance among healthcare workers in Mahabubnagar District, this study is noteworthy. Since the healthcare industry is one of the most demanding, striking a balance between work and personal life is crucial for the wellbeing of healthcare professionals as well as the standard of patient care. High patient loads, little resources, and sometimes longer work hours are among the main difficulties faced by healthcare workers in neglected and rural locations like Mahabubnagar. These issues might affect job satisfaction and retention rates. Healthcare managers and legislators can find opportunities for improvement by knowing the elements that influence work-life balance and job satisfaction in this field enhancement, lessen burnout, increase job performance, and establish a more sustainable, healthy workplace. By encouraging a more driven and efficient healthcare workforce, the research's conclusions may eventually improve community healthcare results. Research on "Exploring Work-Life Balance and Job Satisfaction, Among Healthcare Workforce in Mahabubnagar District" is therefore necessary.

### 3.3. Methodology

To determine nurses' job satisfaction, a descriptive cross-sectional approach was used. A study was conducted on medical staff in private hospitals in Telangana's Mahbubnagar District. Descriptive and inferential statistical approaches, together with structural equation modeling, were used to determine nurses' work satisfaction. In accordance with the analytical research design, the study employed a self-administered questionnaire survey on a five-point Likert scale. 412 nurses in a range of positions in private hospitals provided responses. All nursing staffs and ANMs from medical, surgical, oncology, burn, emergency, special cabin, operating room, post-operative, paying medical, observation ward, and intensive care units made up the study population. SmartPLS (structural equation modeling) was utilized to analyze the data using both descriptive and inferential statistics collected information. Data validation and path coefficient analysis were conducted using Smart PLS 4 at a 5% significance level. The three factors utilized to analyze WLB on job satisfaction were work–personal life enhancement (WPLE), work interference with personal life (WIPL), and personal life interference with work (PLIW). The data was gathered using a random sampling technique. The WLB was assessed using 15 questions that included three constructs—WIPL, PLIW, and work-personal life enhancement—that Agha et al. (2017) borrowed from Hayman (2005). A 10-item scale that adapted Noor (2011)'s constructs and was based on a modified version of the job descriptive index was used to evaluate work satisfaction.

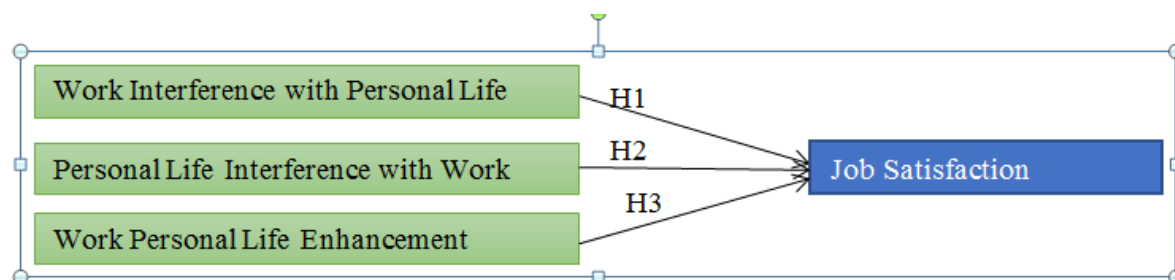
## 3. Data Collection

### 4.1 Hypotheses

H1. WIPL and nurses' job satisfaction are significantly correlated negatively.

H2. PLIW and nurses' job satisfaction are significantly correlated negatively.

H3. WPLE and nurses' job satisfaction are significantly negatively correlated (Figure 2).



Source: Compiled from author own

Figure 2. Research model

## 4. Results & Discussion

To evaluate the proposed hypotheses, the current study uses PLS-SEM 3 software. Smart PLS is widely used in social science domains to analyze the covariance of variables (Hair et al., 2019) (Figure 3).

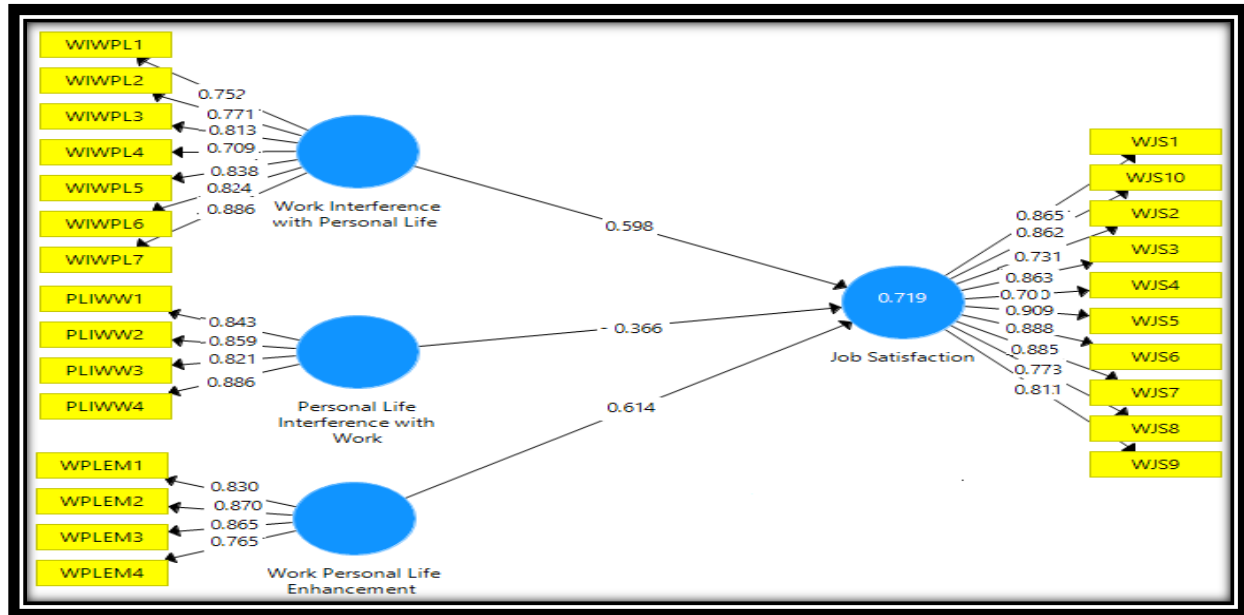


Figure 3. SmartPLS – Measurement Model (CFA)

Table 1. Assessment of measurement model & Construct Reliability and Validity

Constructs & Indicators	Eigen Values	Reliability ( $\alpha$ )	Composite Reliability	AVE
Work Interference with Personal Life (WIWPL)		<b>0.791</b>	<b>0.849</b>	<b>0.589</b>
WIWPL1	0.752			
WIWPL2	0.771			
WIWPL3	0.813			
WIWPL4	0.709			
WIWPL5	0.838			
WIWPL6	0.824			
WIWPL7	0.886			
Personal Life Interference with Work (PLIWW)		<b>0.818</b>	<b>0.863</b>	<b>0.619</b>
PLIWW1	0.843			
PLIWW2	0.859			
PLIWW3	0.821			
PLIWW4	0.886			
Work Personal Life Enhancement (WPLEM)		<b>0.717</b>	<b>0.825</b>	<b>0.543</b>
WPLEM1	0.830			
WPLEM2	0.870			
WPLEM3	0.865			
WPLEM4	0.765			
Job Satisfaction (JS)		<b>0.706</b>	<b>0.790</b>	<b>0.681</b>
WJS1	0.865			
WJS2	0.731			
WJS3	0.863			
WJS4	0.700			
WJS5	0.909			

WJS6	0.888			
WJS7	0.885			
WJS8	0.773			
WJS9	0.811			
WJS10	0.862			

Table 1 shows that all indicator factor loadings exceed the minimum threshold of 0.50, with values ranging from 0.700 to 0.888, demonstrating strong loadings. Additionally, the Average Variance Extracted (AVE) and Composite Reliability (CR) values surpass the recommended standards of 0.5 and 0.7, respectively. Therefore, based on these threshold values, we conclude that there are no issues with convergent validity or reliability (Hair et al., 2010).

Table 2. Discriminant validity analysis using the Fornell-Larcker criterion

	<b>JS</b>	<b>PLIWW</b>	<b>WIWPL</b>	<b>WPLEM</b>
<b>JS</b>	<b>0.844</b>			
<b>PLIWW</b>	<b>0.679</b>	<b>0.821</b>		
<b>WIWPL</b>	<b>0.824</b>	<b>0.391</b>	<b>0.661</b>	
<b>WPLEM</b>	<b>0.748</b>	<b>0.488</b>	<b>0.751</b>	<b>0.768</b>

According to Hair et al. (2013), "the extent to which a construct is truly distinct from other constructs by empirical standards" is the definition of discriminant validity (p. 105). Table 2 demonstrates that all indicators' inter-construct correlations are less than the AVE's square root, meeting the requirements for discriminant validity. Furthermore, Table 3 provides evidence for its validity using the Fornell-Larcker criterion (Fornell & Larcker, 1981). Therefore, the discriminating validity of the latent variables is proven.

Table 3. Measurement of SM, Path Coefficients

	<b>Coefficients</b>	<b>Mean</b>	<b>SD</b>	<b>T -Value</b>	<b>P Values</b>	<b>Remarks</b>
<b>WIWPL -&gt; JS</b>	0.465	0.469	0.046	10.202	<b>0.000</b>	<b>Not Supported</b>
<b>PLIWW-&gt; JS</b>	-0.094	-0.096	0.047	2.009	<b>0.165</b>	<b>Supported</b>
<b>WPLEM -&gt; JS</b>	0.615	0.268	0.055	4.895	<b>0.000</b>	<b>Not Supported</b>

According to this, job satisfaction and work interfering with personal life are positively correlated, however the association is not statistically significant ( $P > 0.05$ ). Therefore, we cannot say that this interference results in increased job satisfaction. This suggests a minor detrimental effect on job satisfaction caused by personal life conflicts with work. The P value (0.165), however, is higher than the usual cutoff point (0.05), indicating that this link is not statistically significant. Work improving personal life and job happiness are strongly positively correlated. Like the previous relationship, though, the result is not considered statistically significant, meaning that we cannot say with certainty that this improvement results in higher work satisfaction. According to the correlations analyzed, The results do not offer compelling proof of statistically significant effects, even when work and personal life aspects interact with job satisfaction. To obtain more precise understanding, it could be essential to investigate these connections in further detail using various data or approaches.

## 5. Research Implications

Review the indicators for constructs that showed lower reliability or validity. Consider adding or modifying items to enhance the constructs, especially for "Work Personal Life Enhancement" (WPLEM) which has a composite reliability (CR) of 0.825 (close to the threshold of 0.7). Given the non-significant results for some paths (especially

WIWPL and WPLEM), consider carrying out qualitative research: focus groups, interviews, etc. to explore underlying reasons why these constructs may not significantly impact job satisfaction. Ensure that the sample size is sufficiently large and diverse to improve the generalizability of results. If possible, a larger sample may help clarify relationships and potentially uncover significant effects that were not evident in this analysis. Explore potential moderating or mediating variables that may influence the relationships between personal life and work constructs and job satisfaction. Factors like work culture, managerial support, or individual differences (e.g., personality traits) might provide additional insights. Implement ongoing assessment of job satisfaction and the work-life constructs over time to capture changes and trends. This could provide a more dynamic understanding of these relationships.

## **6. Conclusion**

The findings indicate that while the constructs of work interference and personal life interference have been reliably measured and show acceptable levels of convergent and discriminant validity, the direct effects on job satisfaction are not fully supported statistically. The analysis demonstrates that convergent validity and reliability are established, with all indicators meeting the acceptable thresholds. Work-life constructions and job satisfaction, however, provide conflicting results, especially when it comes to the non-significant impacts of work augmentation and interference on job satisfaction. This suggests that while these constructs are relevant, their direct influence may be more nuanced or contingent upon other factors not accounted for in this model. Future research should delve deeper into the dynamics of these relationships, possibly incorporating qualitative insights and broader contextual variables to gain a clearer understanding of how work and personal life factors interplay to affect job satisfaction.

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