EXAMINING THE INFLUENCE OF WORK-LIFE BALANCE ON THE STRESS MANAGEMENT OF FEMALE NURSES IN VELLORE CITY

B.Sindhu

Ph.D Research scholar, PG & Department of Management Studies, Sacred Heart College, Tirupattur.

Dr.R.Arockiamary

Supervisor, Assistant professor, Department of Management studies, Sacred Heart college, Tirupattur.

Abstract:

Work-life balance is a vital aspect of overall well-being, particularly in high-stress jobs such as nursing. Female nurses, who commonly combine difficult work schedules and personal responsibilities, may feel severe stress if work-life balance is not managed effectively. This study will investigate how work-life balance influences the stress levels of female nurses in Vellore City. The study's goal is to analyze the current state of work-life balance among female nurses, quantify their stress levels, and investigate the relationship between these two variables. A descriptive study approach, including surveys and interviews, was employed to collect data from a representative sample of female nurses working in multiple private hospitals in Vellore. The findings indicate a significant link between work-life balance and stress levels, with nurses who had a better work-life balance experiencing lower stress levels. The study underlines the significance of adopting supporting policies and procedures in healthcare facilities to improve work-life balance, and hence female nurses' general mental health and job satisfaction.

Keywords: work life balance, Stress, Relationship, well-being, personal commitment.

Introduction:

Maintaining a healthy work-life balance is critical in today's fast-paced and demanding healthcare environment, especially for nurses, who frequently experience high levels of stress owing to the nature of their profession. The goal of this study is to look at how work-life balance affects the stress levels of female nurses in Vellore City, a well-known medical area in India.

Nurses play an important role in the healthcare system by providing critical care and assistance to patients. However, the hard nature of their profession, which includes long hours, shift work, and emotional strain, can cause considerable stress. Balancing professional responsibilities with personal and family obligations can be especially difficult for female nurses, increasing stress levels.

Work-life balance refers to the balance of professional and personal responsibilities, including time management, job satisfaction, and overall well-being. A healthy work-life balance has various advantages, including lower stress, better mental health, and higher job satisfaction. In contrast, a poor work-life balance can result in burnout, lower job performance, and negative health results.

Vellore City, known for its prominent medical institutions and hospitals, provides a unique setting for this research. Female nurses in this metropolis have unique obstacles in terms of work-life balance due to the high patient load, intensive work environment, and cultural considerations. Understanding how work-life balance affects their stress levels is critical for designing measures to promote their well-being and improve the quality of care they give. Relationship between occupational stress and work-life balance

Various studies such as Tilak Ch Das Brough & O'Driscoll, (2010), Sauter, Murphy, & Hurrell, (1990), Greenhaus & Beutell, (1985) Staines, (1980) elaborated on various elements in occupational stress and work Life balance

• Work demands: This refers to the amount of work that is required to be done in a given period of time, and the level of difficulty involved in the work. High work demands have been found to be a significant predictor of occupational stress

• Control: This refers to the level of autonomy and decision-making power that employees have in their job. Lower degrees of control have been found to be connected with higher levels of occupational stress

• Social support: This refers to the amount of support and encouragement individuals receive from their coworkers, bosses, and family members. Research indicates that higher levels of social support are linked to lower levels of occupational stress.

• Work-family conflict: This relates to the degree to which job responsibilities conflict with family commitments, and vice versa. Work-family conflict has been linked to increased occupational stress.

• Leisure time: This refers to the amount of time that employees have for leisure activities outside of work. Higher levels of leisure time have been proven to be connected with lower levels of occupational stress

Job Stress Factors Influencing Work-Life Balance of the Employees (Yogeshwaran (2016)) are Nature of Job, Salary, Work overload, Promotion, Job task, Feedback, Work environment, Politics in the work place, Role Ambiguity, Role conflict, Interpersonal relationship.

Addressing these variables through effective organizational rules, supportive management practices, and employee assistance programs can help minimize stress and enhance work-life balance for employees.

This study aims to investigate the association between work-life balance and stress in female nurses in Vellore City. By identifying important stressors and investigating how work-life balance effects these aspects, the study hopes to generate insights that may be used to inform policies and actions to enhance nurses' work environments and health overall.

Review of Literature:

Sania Khan et al. (2022) proposed an investigation into how work-life balance (WLB) affects the personal lives of working women in the banking industry in Larkana, Pakistan. They gathered information via a standardized questionnaire from 266 female bank employees in Larkana. The ANOVA results revealed that a healthy work-life balance had a positive impact on working women's personal lives. While prolonged working hours had a detrimental impact on women's personal lives, income packages and marital status had beneficial effects. A healthy work-life balance in the banking business will boost female employees' motivation and productivity.

Wijayanto (2017) found a correlation between organizational climate, employee performance, and employee happiness. A preliminary survey of employees revealed a sense of calm, comfort, and happiness at work due to positive work expectations and perceptions.

Saina & Dkk. (2016) found that work-life balance improves employee performance in his research. Sidik (2019) revealed that work-life balance negatively impacts employee performance at BMT Permata Jatim, based on partial significant test or t test results.

Mehta and Kundnani (2015), found that maintaining work and personal connections while adapting to societal changes is a top priority. Working women in this society are expected to preserve harmony in their professional lives, as they are not disadvantaged in any way. Working females face challenges in balancing their personal and professional life. Women are increasingly competing with men in the workplace.

According to Sethi (2015), women's cultural norms and beliefs prioritize caring for their families. To maintain a healthy and stable lifestyle, working women must balance their professional and domestic roles without disrupting either. This will benefit both families and organizations.

Ritu Atheya et al. (2014) focus on the impact of stress on employees' lives, identify the determinants of employees' work-life balance, and suggest the roles and responsibilities of key parties, providing employers with appropriate ways to facilitate better WLB options at work.

Steven L. Sauter (2013), According to him chief of the Applied Psychology and Ergonomics Branch of the National Institute for Occupational Safety and Health in Cincinnati, Ohio, current research indicates that the workplace has become the single most stressful environment.

Despande (2012). According to the National Institute for Occupational Safety and Health, stress in the workplace has emerged as a major concern for organizations, with 80 percent of employees experiencing occupational stress.

Research Objectives:
1. To assess the current work-life balance among female nurses in Vellore city.
2. To determine the stress level of female nurses using standardized stress assessment tools.
3. To examine the correlation between work-life balance and stress levels.

Research Methodology:

This research work is primarily descriptive in nature, and convenience sampling is a non-probability approach used to obtain data from respondents. This article examines the impact of work-life balance on stress levels. A sample of 150 female nurses working in private hospitals was selected for the survey. The primary data for both constructs was acquired using a structured questionnaire. The work-life balance of nurses was assessed using the Hayman (2005) 15-item scale. This scale assessed WLB's three constructs: work interference with personal life (WIPL), personal life interference with work (PLIW), and work personal life enhancement (WPLE). The stress level was evaluated using Cohen et al.'s (1988) Perceived Stress Scale (PSS). The PSS questions inquire about the participants' feelings and ideas, as well as their current levels of stress. Secondary sources had been collected from various research papers, articles according to the need of the study.

Conceptual Framework:

WORK LIFE BALANCE   STRESS LEVEL

WIPL
(Work Interface Personal Life)

PLIW
(Personal Life Interface Work)

WPLE
(Work Personal Life Enhancement)

STRESS LEVEL
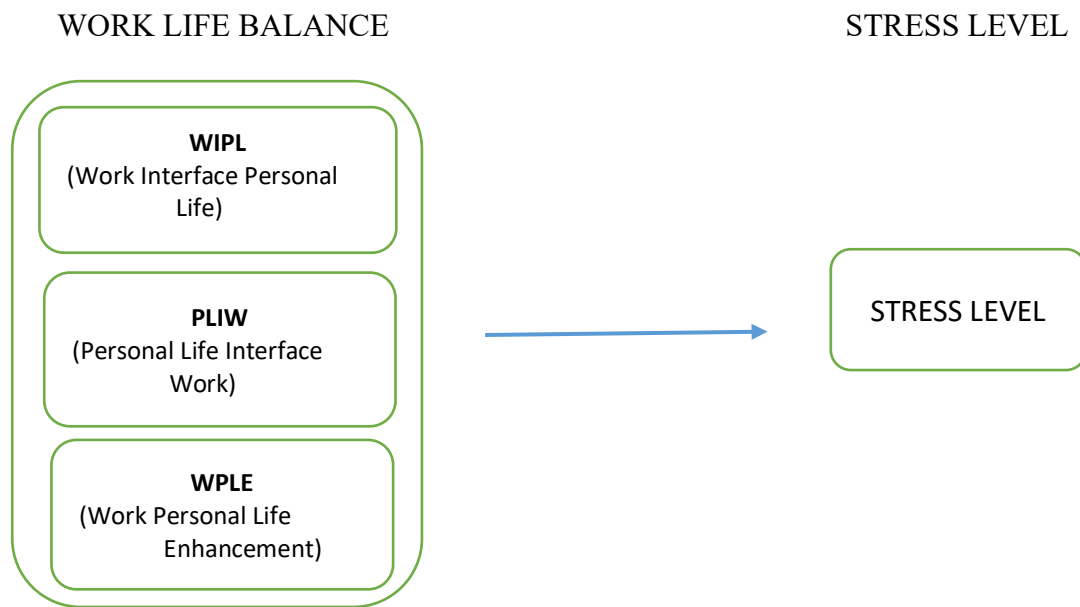
Research Analysis:

Descriptive Statistics for Work Life balance:

The descriptive data for nurses' work-life balance show an overall mean score of 42.5133 (SD=3.86298), indicating a positive perception of work-life balance. The total of work interface personal life had the highest mean value, showing that their work life was balanced with their job.

Table:1 Descriptive Statistics for Work Life Balance

	N	Minimum	Maximum	Mean	Std. Deviation
TOTWIPL	150	16.00	27.00	20.8667	2.62069
TOTPLIW	150	7.00	13.00	9.1867	1.72384
TOTWPLE	150	9.00	15.00	12.4600	2.03865
TOTWLB	150	36.00	49.00	42.5133	3.86298

Descriptive statistics for Stress level:

Descriptive statistics for stress level reveal an overall mean score of 28.26 (SD=4.1408). This shows a positive perception about their stress level. S4 had the highest mean value, indicating that the stress level towards their job.

Table :2 Descriptive Statistics for Stress Level

	N	Mean	Std. Deviation
S1	150	2.3400	.81784
S2	150	3.2667	.88740
S3	150	2.5400	1.23500
S4	150	3.6333	.98592
S5	150	2.5600	1.13208
S6	150	2.4600	.88712
S7	150	2.9000	.96063

S8	150	2.9267	.71510
S9	150	3.3400	.90361
S10	150	2.2933	.80724
TOTSTRESS	150	28.2600	4.14086

Correlation Analysis:

Investigate the relationship between work life balance and stress level.

H1: There is significant relationship between Work life balance and stress level.

The correlation analysis between work-life balance and stress level revealed a strong negative connection (r=-0.98, p<0.01). Therefore, H1 was supported. This demonstrates that improving work-life balance will reduce stress levels.

Table :3 Correlations Analysis

		TOTWLB	TOTSTRESS
WLB	Pearson Correlation	1	-.098
	Sig. (2-tailed)		.000
	N	150	150
STRESS	Pearson Correlation	-.098	1
	Sig. (2-tailed)	.000	
	N	150	150

Correlation is significant at the 0.01 level (2-tailed).

Multiple Regression Analysis:

Investigate the degree of relationship between the Dependent variable (Work life balance) and Independent variables (Age, Experience and Marital status).

H2: There is a significant influence of Age of the respondents on Work life balance.

H3: There is a significant influence of Marital status of the respondents on Work life balance.

H4: There is a significant influence of Year of experience on Work life balance.

The dependent variable, work-life balance, and the predictor variables, age, marital status, and years of experience, were analyzed using regression. The significant prediction of work-life balance (F (3,146), t =0.462, p>.001) for the independent variables suggests that the three components under investigation have a considerable impact on work-life balance.

Furthermore, the model explains 36% of the variance in work-life balance (R2 =.036). Furthermore, additional coefficient assessments were conducted to determine the impact of each factor on the criteria variables (work-life balance). H2 examines whether Age of the respondents significantly effect on work life balance (B=.386, t=.982, p=.028). Hence, H2 was supported. H3 examines whether years of experience have a substantial impact on work-life balance. (B=.059, t=.104, p=.012). Hence H3 Supported. As a result, H4 examines whether respondents' marital status has a major impact on work-life balance. (B=.253, t=.553, p=.058). H4 was supported. Table 4 summarizes the results.

Table 4: Multiple Regression Analysis

Hypotheses	Regression weights	B	t	p-value	Results

H1	Age of the respondents- Work life balance	.386	0.982	.028	Supported
H2	Marital status of the respondents – Work life balance	.253	0.553	.058	Supported
H3	Years of experience – Work life balance	1.691	7.014	.012	Supported
R	0.036				
F(3,146)	0.462				

Note. Significance level $p<0.05$.

One-Way ANOVA:

To investigate if the Work life balance differs across different Age levels.

H5: There are significant differences in Work life balance across different Age levels.

The hypothesis investigates whether the work-life balance of nurses differs among age groups. Participants were placed into four groups (Group 1: Under 25 years, Group 2: 25-35 years, and Group 3: 35-45 years). Group 4: above 45 years old. The ANOVA indicates that the work-life balance scores of the groups do not differ significantly across age levels. $(F_{3,146})$ =0.608, $p <.611$. So H5 is rejected. That suggests there are no substantial difference in work life balance across different Age Levels.

Table :5 One-way Analysis with Descriptive statistics of Age group								
TOTWLB								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
LESS THAN 25	22	43.2273	3.61125	.76992	41.6261	44.8284	39.00	49.00
25-35 YR	66	42.6667	4.17440	.51383	41.6405	43.6929	36.00	49.00
35-45 YRS	51	41.9804	3.86000	.54051	40.8947	43.0660	36.00	49.00
ABOVE 45 YR	11	42.6364	2.11058	.63636	41.2185	44.0543	38.00	44.00
Total	150	42.5133	3.86298	.31541	41.8901	43.1366	36.00	49.00

Research Findings:

According to the study's interpretation of descriptive statistics, the overall mean score indicates a positive perception of their job as well as a positive perception of the stress level associated with it. The correlation study revealed a negative, substantial link between work-life balance and stress level. This shows that improving work-life balance will lower stress levels. The multiple regression analysis demonstrated that the dependent variable WLB was highly influenced by predictor variables such as age, marital status, and years of experience, both collectively and individually. The ANOVA analysis shows that the groups' work-life balance scores do not differ significantly across age levels. According to this study, an individual's primary obligation is to balance work. and take actions to reduce stress and burnout. Hospitals can incorporate cutting-edge work-life strategies to help employees manage

their affairs more effectively, as well as train employees to comprehend work-life difficulties and give stress management assistance programs to help them overcome these challenges.

Conclusion:

The outcomes of this study focused insight into the relationship between work-life balance and stress levels among employees, specifically female nurses in Vellore City. Many factors influence employees' capacity to achieve a work-life balance. Work-life balance and stress are proportional. When work-life balance is managed in a favorable manner, stress is successfully reduced. On the other hand, an imbalance between work and life produces stress in individuals and makes it difficult to perform well. To balance work and life, people must first assess their beliefs, objectives, and goals. Then they can develop efficient balancing strategies. Organizations can help their employees find balance in their personal and improved life plan designs

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