

An Exploratory Study on Work Life Balance of Employees at Jai Maruthi Hospital

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Abstract

Work-Life balance is a critical and ever-evolving concept in today's fast-paced society. Striking the right balance entails effective time management, setting boundaries and prioritizing self-care. The research study examines how employee's age influences on factors of professional life and employee's annual income. The study includes primary data collected through structured questionnaire on 110 employees from various departments at Jai Maruthi Hospital. The data has been tested through Analysis of Variance (ANOVA) and correlation using IBM SPSS. The study analysed that there is no significant relationship between employee's age and factors influencing professional life and employee's annual income and factors influencing personal life.

Keywords: *work-life balance, profession, personal, correlation*

Introduction to the Study

In today's demanding and fast-paced world, maintaining personal and work life is highly challenging. The present study is on work life balance of Jai Maruthi Hospital employees. The category of employees working at hospital setup falls on regular changes in shifts/shift timings. The purpose of this study is to ascertain the employees' work responsibilities and their ability to control their personal and professional lives. A balanced, well-managed life can increase productivity, reduce stress, and promote both physical and mental health. When it develops out of balance, it can have an impact on both work and personal life, such as neglecting personal ties, lowering job satisfaction, and lowering self-care. An excessive concentration on personal matters might impede career advancement, professional development, and underachievement.

Challenges in WLB of married working women examined the significance of maintaining a good balance between work and personal life for employees. Employees that have a good work-life balance typically contribute more to the success of the company. By having productive and effective personnel, the business can deliver first-rate customer service. Modern nuclear families, single-parent households, dual-earner households, parents who work from various locations and increased domestic work are just a few examples of the changes to the family sphere that have an impact on people's capacity to balance life and work. (Kumaraswamy M, Ashwini S, 2015). An analysis of work-life balance among male and female It professionals in Pune, Maharashtra founded no appreciable differences in work life imbalance between the sexes. The analysis of the data showed that for both male and female employees, the impact of work-life balance and the amount of pressure at work were almost identical. Statistics show that all genders of employees suffered adverse impacts on their family lives as a result of the stress of their professions, even though the effects seem to be much more visible in the case of female employees. The results of the responses regression analysis made it very evident that time, role ambiguity, and stress are the three main workplace concerns. (Bhatnagar S and Sanadhya P, 2015). Work-life Balance of Faculty Members in Autonomous College portrayed teaching as a very demanding profession with a high degree of responsibilities. Overwhelming stress levels brought on by an excessive workload have the potential to impede professional judgement and student care. The staff and the students suffer from onerous workloads, nevertheless. Balance between a faculty member's needs and the responsibilities of the college is what work-life balance aims to achieve. Faculty members frequently take on more duties or put in more time at the office for the sake of the students and the college. (Meharaj A, 2015)

Objective of the study

1. To identify various factors influencing the employees' work-life balance.

Hypothesis of the Study

Hypothesis 1

- H₀ - There is no significance difference between employee's age and factors influencing professional life.
H₁ - There is a significance difference between employee's age and factors influencing professional life.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
I can handle my workload	Between Groups	59.006	3	19.669	48.605	.032
	Within Groups	42.894	106	.405		
	Total	101.900	109			
I receive additional benefits or assistance while on leave	Between Groups	30.049	3	10.016	9.518	.632
	Within Groups	111.551	106	1.052		
	Total	141.600	109			
I'm happy about the time I spend working at my workplace	Between Groups	37.581	3	12.527	16.520	.062
	Within Groups	80.382	106	.758		
	Total	117.964	109			
Working for an adequate salary	Between Groups	31.956	3	10.652	24.971	.763
	Within Groups	45.217	106	.427		
	Total	77.173	109			
I have complete knowledge on all the departments in the organisation	Between Groups	60.988	3	20.329	49.421	.256
	Within Groups	43.603	106	.411		
	Total	104.591	109			
I enjoy my job profile, role and responsibility	Between Groups	69.320	3	23.107	68.472	.122
	Within Groups	35.771	106	.337		
	Total	105.091	109			
I regularly take vacation or long leaves	Between Groups	68.989	3	22.996	38.525	.005
	Within Groups	63.274	106	.597		
	Total	132.264	109			
My career comes before my personal life	Between Groups	44.736	3	14.912	12.725	.677
	Within Groups	124.218	106	1.172		
	Total	168.955	109			
Work I do at my workplace is fulfilling and rewarding	Between Groups	48.922	3	16.307	58.067	.218
	Within Groups	29.769	106	.281		
	Total	78.691	109			

Negative attitude of co-workers at workplace	Between Groups	32.277	3	10.759	15.326	.065
	Within Groups	74.414	106	.702		
	Total	106.691	109			

Interpretation

From the above output from SPSS, the study tested the difference between employee's age and factors influencing professional life on additional benefit and assistance while on leave has p-value of 0.632; happy about the time spent on work at workplace has p-value of 0.062; working for an adequate salary has p-value of 0.763; having complete knowledge on all departments in organisation has p-value of 0.256; enjoying job profile, role and responsibility has p-value of 0.122; career coming before personal life has p-value of 0.677; work is fulfilling and rewarding has p-value of 0.218; negative attitude of co-workers at workplace has p-value of 0.065, where $p\text{-value} > 0.05$. Hence, null hypothesis is accepted and alternative hypothesis is rejected, it concludes that employee's experience does not influence on adequate number of employees allocated to specified work, collaboration of team members, objective set and accomplished with consensus of all employees, effective employee-employee relationship, high morale and spirit among co-workers, productive and quality work of group, co-workers managing conflicts and disagreements, supportive co-worker and management of group.

Hypothesis 2

H_0 - Employee's annual income do not influence on various factors of personal life of an employee.

H_1 - Employee's annual income influence on various factors of personal life of an employee.

		annual income	worry about the job when not at work	experience stress at home	impatient and frustrated at home	negative attitude of family members
annual income	Pearson Correlation	1	-.697**	.100	.804**	-.522**
	Sig. (2-tailed)		.005	.297	.225	.698
	N	110	110	110	110	110
worry about the job when not at work	Pearson Correlation	-.697**	1	.317**	-.736**	.704**
	Sig. (2-tailed)	.005		.222	.006	.222

	N	110	110	110	110	110
experience stress at home	Pearson Correlation	.100	.317**	1	-.063	.123
	Sig. (2-tailed)	.297	.368		.513	.200
	N	110	110	110	110	110
impatient and frustrated at home	Pearson Correlation	.804**	-.736**	-.063	1	-.602**
	Sig. (2-tailed)	.225	.289	.513		.005
	N	110	110	110	110	110
negative attitude of family members	Pearson Correlation	-.522**	.704**	.123	-.602**	1
	Sig. (2-tailed)	.698	.302	.200	.214	
	N	110	110	110	110	110

Interpretation

From the above output from SPSS, the study tested the relationship between employee's annual income influencing on various factors of personal life on experiencing stress at home has p-value of 0.297; impatience and frustration at home has p-value of 0.225; negative attitude of family members has p-value of 0.698, where $p\text{-value} > 0.05$. Hence, null hypothesis is accepted and alternative hypothesis is rejected, it concludes that employee's gender does not influence on various factors of personal life like experiencing stress at home, impatience and frustration at home, negative attitude of family members

From the above output from SPSS, the study tested the relationship between annual income and factors influencing personal life of an employee on worrying on job while at home has p-value of 0.005, where $p\text{-value} < 0.05$. . Hence, the alternative hypothesis is accepted and the null hypothesis is rejected, it concludes that employee's annual income influence on various factors of personal life like worrying on job while at home.

Statement of the problem

Since its establishment in 2004, the current study at Jai Maruthi Hospital has experienced an increase in staff members at all levels. Every year, the hospital has a loss of doctors and nurses. This field of study aims to pinpoint the various elements that influence workers to quit their jobs. The goal of the research is to comprehend the difficulties that each employee faces in juggling their personal and work lives.

Research Methodology

Descriptive research and exploratory research is used in order to depict the employee's opinion, experience, and satisfaction towards various factors. Research is used in the analysis to measure the employee's experience which in turn leads to their satisfaction.

Census sampling method is used because the selection of units from the population has been done taking every employee responses by distributing questionnaire through Google form.

Sources of Data Collection

Primary data: In specifically for the study, primary data is information that is gathered for the first time through personal experience or proof. It can also be referred to as raw data or first-hand knowledge.

Secondary data: Secondary data are essentially information from the past been released. These secondary data, which are not primary data, were gathered from the source. Alternatively, secondary data are details that have already been gathered. As a result, they are less dependable than primary data.

Population and sampling size

The population size of the study at Jai Maruthi Hospital is 110 respondents.

The sample size is restricted to 110 respondents, which comprised of employees of Jai Maruthi Hospital.

Conclusion

The study has mainly concentrated on the aspect of the Jai Maruthi Hospital employees' work-life balance rather than their personal lives. Promoting and implementing a healthy work-life balance is advantageous for both individuals and businesses. The investigation was done on a small sample of hospital staff, and the study was based on employees' subjective opinions, which may not match objective fact. Despite this, they can offer more entertainment options and take the employees out for lunch to help them adjust their perspective and work more in line with organisational standards.

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