

## **BALANCING WORK & LIFE TO REDUCE DOCTORS STRESS**

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### **ABSTRACT:**

It can be exceedingly difficult for women doctors to maintain a healthy work-life- balance because they are more stressed compared to those in other professions. The number of female doctors is rapidly growing in corporate and government hospitals. Heavy job stress causes tension frequently, yet for the situation to turn out well, work-life-balance is essential and it intimately intertwined act of delicate balance between one's personal and professional trajectories. Their employment involves several challenges, including night shifts, extended shifts, shorter breaks, and intense work pressure. The research was conducted to shed light on the challenges faced by women doctors and to close a gap in our understanding of the work-life balance issues that these women face. Women doctors are more likely to work hard and provide excellent treatment when they are surrounded by a positive work and home culture. Therefore, it's important to examine ways to help female doctors to achieve a better work-life balance by identifying the numerous elements that stress out their lifestyles, in hospital setting. The research report is based on secondary data gathered from already published literature reviews, current research papers, surveys, websites, blogs, and articles. The methodology used in the study is conceptual and descriptive. According to the results, work-life harmony of women doctors is affected by both personal and professional sources of stress. In addition to highlighting several research gaps in the stress sector, the paper included numerous suggestions to aid in achieving a better work-life balance for women doctors.

Keywords: personal life, professional life, stress, women doctors, work-life-balance.

### **INTRODUCTION:**

Work-life balance refers to the relationship between an employee's work and commitments and how they affect one another. Work-life balance is "the stability characterized by the balancing of an individual's life complexity and dynamism with environmental and personal resources (Crooker et al., 2002). These resources include family, community, employer, profession, geography, information, economics, personality, and values.

Healthcare is one of the largest and fastest-growing industries in the world in terms of earnings and jobs. It includes the creation of facilities and services for patient care. Medical professionals have a constantly challenging job since their benevolent and dedicated care has a huge impact on patients' lives. WLB is one of the main issues faced by female doctors, however, women make up a significant proportion of the hospital workforce. They are capable of managing many responsibilities in addition to both their professional and personal lives. This could be detrimental to their health and well-being. It's crucial to strike an appropriate balance between one's personal and professional lives. As a result, expectations from both work and family started to conflict with one another, raising questions about "work-life balance".

## REVIEW OF LITERATURE:

Jodie Raffi, Megha K. Trivedi, Lucie White, Jenny E. Murase (2020) The study is carried out among female dermatologists in Texas to examine the effects of an unbalanced work-life on mental health. The stress brought on by routine and workload directly affects mental health. Professional and personal lives can be balanced with the help of self-awareness in time management and task prioritization. In general, finding a balance between work and life is difficult for doctors. The medical industry has advanced owing to current technology. Electronic health record management and sustaining automated work processes could lighten the workload. Kristy S. Chunta (2020) The purpose of the study is to assess the obstacles to workplace happiness and work-life balance among nurse executives. The research suggested using the IHI's four-step technique to measure workplace barriers to employment. Every day, nurses must maintain and manage a difficult role. They are responsible for a variety of tasks, including overseeing the staff, coordinating the personnel, managing patients, managing family duties, and fulfilling the expectations of the hospital organization. Setting the job first and creating an environment at work with like-minded people and things will improve productivity. The second step is to identify the obstacles to job happiness. The setting of a framework for transformation is the third phase. The adjustments cannot be implemented quickly and immediately. Measuring the result is the fourth step. The most crucial element for effective self-management is self-care. Those who are capable of managing themselves move with a healthy level of life balance.

Peter Holland (2019) The study focuses on how High Involvement Work Practices (HIWPs) are implemented in the health care sector. The goal of HIWP is to eliminate professionals' negative mindsets methodically. The workload is detrimental to maintaining a healthy work-life balance. Work-life balance is negatively impacted by workload. Effective workload management will pave the way for improved work behavior. Organizations have a bigger role in analyzing the amount of work that people are carrying. Researchers can use this research to examine a variety of issues that affect work-life balance. This study uses a model called a "Latent class analysis model with indicators & outcomes." Indicators: 1) Weekend work 2) Shift work 3) Overtime 4) Unreasonably long workdays 5) Constant shifts in employment hours control over the start and conclusion of the workday, as well as a few hours off. Results: 1) Subjective well-being 2) Contentment with the work-life balance

Shabir, S. and Gania (2020) Flexible work arrangements, favorable hospital employment conditions, reasonable work hours, support for employees who have young children or elderly relatives at home, recognition and respect, sufficient holidays, acceptable policies, a position with progression opportunities, and opportunities for professional development. Some recommendations for enhancing work-life balance include increased compensation, retirement provisions, and other fringe benefits. Poor work-life balance has a major impact on patient satisfaction, service quality deterioration, and employee attrition.

Lolyta Aditya Puteri and Muhammad Irfan Syaebani (2019) in the article EMPLOYEE WORK STRESS LEVEL IN THE HOSPITAL compared with analogous occupations in other industries, those in the health industry predominantly encounter higher levels of stress at work. Negative effects of work stress will result in erroneous diagnosis and treatment, especially for health professionals. Their goal is to determine the hospital's three functional divisions—medical professionals, medical support staff, and general support—as the case for the stress that exists there. 181 hospital employees in Depok City were given the study. According to the survey on workplace stress, each of those three indicators—severity, frequency, and stress index—is mapped out separately. Analysis of variance is used in the quantitative study design to examine the variations in stress levels between the three divisions. The goals of the study made it evident that the three divisions undergo varying degrees of stress. The three types of professional medical staff workers experience the highest stress, and there is a lack of research addressing intervention strategies for stress management.

## STATEMENT OF THE PROBLEM:

Work-life balance is an extremely significant problem that hospitals must address as soon as possible. Since doctors are the most valuable resource, their performance has an impact on the performance of the hospital. Throughout their careers, women in medical fields face numerous difficulties. Eliminating stressors and establishing work-life balance is crucial for ensuring a productive workplace.

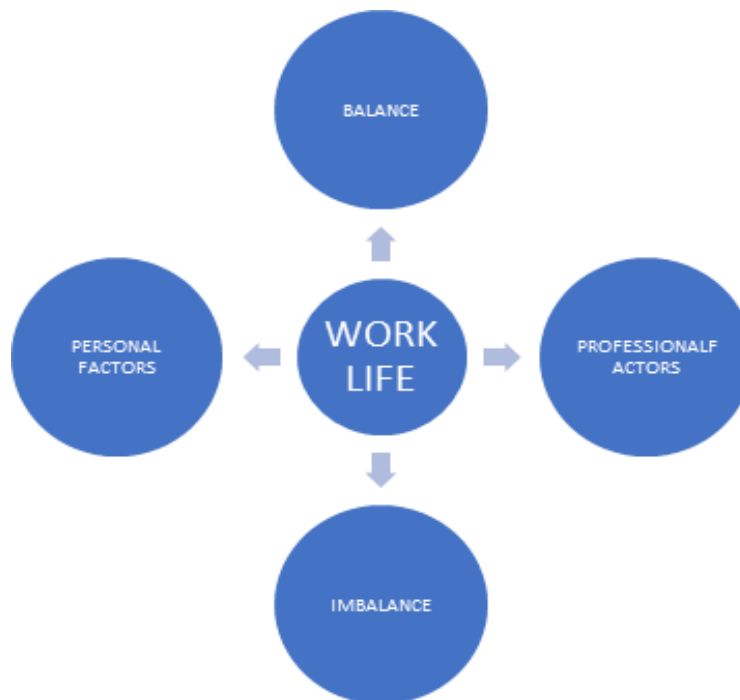
## OBJECTIVES:

- 1) To explore the factors of stress and the effects of work-life -balance among women doctors
- 2) To alleviate stress and enhance the work-life balance of female doctors
- 3) To detect a research gap that has to be investigated in greater detail

## METHODOLOGY:

The study conducted an extensive literature evaluation, building on a review of contemporary stress and work-life balance literature. The study's main search terms were "stress," "hospital," "female doctors," and "work-life balance." Before the eligible publications were examined for the study's conceptual framework, they were first selected using exclusion criteria.

## FACTORS OF STRESS AND EFFECTS OF WORK-LIFE BALANCE AMONG WOMEN DOCTORS:





**Fig :1&2: Conceptual Framework of Stress-related Factors and Work-life Balance**

## TO ALLEVIATE STRESS AND ENHANCE THE WORK-LIFE BALANCE OF FEMALE DOCTORS:

- For female doctors and their organizations, finding a suitable balance between work and family responsibilities is becoming increasingly important
- A hospital with more than 20 female employees should have a creche on campus.
- Priorities and time management are important.
- Recognizing time wasters that are consuming their time, their energy, and their primetime
- Being truthful
- Develop a support network and peek into their spouses' personal lives by taking sporadic vacations, long weekends, and other time off for rest.
- Seek out the assistance of counselors, attend seminars and workshops, and enroll in short-term courses such as time management and personality development
- Paid annual, maternity, and sick leave for employees
- Support for the social and organizational systems.
- Programs like the festival celebration, annual day, and work-life balance programs for employee families.
- Workshops and seminars on yoga, stress reduction techniques, and emotional intelligence. Staff welfare amenities like meditation room, and routine medical exams.
- Make women's difficulties more conscious of, and develop solutions for them.

**RESEARCH GAP:**

After completing an extensive review of the literature, it was found that, a subject that has received a lot of attention in developed nations, less research has been conducted on it in emerging nations like India, where customs and culture tend to diverge. Most studies that have been done so far in India have mostly focused on corporate businesses, educational institutions, and IT sectors. The healthcare industry has not been the subject of numerous research. Few studies are only available to explain the increasing work pressure among medical professionals because the majority of women who handle both domestic and professional responsibilities have a fragile work-life balance and may lead their personal life to overtake work life and vice versa. There is a lack of studies analyzing the support system or personal variables related to family support. There is a lack of information regarding how professional factors at work, affect female doctors in hospitals.

**CONCLUSION:**

A distinct representation of the work-life balance in the healthcare sector was produced by the methodical investigation. The study also identified numerous strategies for improving the WLB of female doctors as well as a connection between their WLB and personal and professional challenges. By using these strategies, the healthcare sector may improve the effectiveness and productivity of female medical professionals, enabling them to give their patients the best possible treatment. To achieve a work-life balance and make the hospital the happiest place to work, the HR department of the hospital and the doctors must collaborate on plans. Though many things can influence a doctor's performance, striking a balance between family and professional duties is thought to be crucial for excellence. A healthy balance between work and personal life enhances performance at work and increases job satisfaction in women doctors in hospitals

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