

An Analytical Study on Work-Life Balance among Nurses in Private Hospitals of Madurai City

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Abstract: Work-life balance (WLB) has emerged as a pressing concern for both male and female nurses due to the increasing demands of their professional and personal lives. Nurses are especially vulnerable to work-life imbalance because of the round-the-clock nature of their jobs, intense emotional labor, and additional domestic responsibilities. This study explores WLB from a nursing perspective, focusing on those employed in private hospitals in Madurai. A total of 50 nurses from 10 hospitals were surveyed using a structured questionnaire. Statistical tools such as the Z-test and independent sample T-test were employed to analyze the data. The study finds significant disparities in WLB based on job nature, gender, and shift timing. The results aim to offer insights for hospital administrators and policymakers to design better support systems for nursing staff. Singh et al. (2024)

Keywords: Work-Life Balance, Nurses, Stress, Private Hospitals, Madurai, Gender, Shift Work

1. Introduction

Historically, Indian women were confined to domestic responsibilities. However, economic necessities and social transformation have led to a growing female workforce, especially in healthcare. Work-life balance is defined as the ability to manage work and personal life responsibilities efficiently. For nurses, especially in private hospitals, balancing professional obligations and family duties is increasingly difficult due to irregular shifts, emotional labor, and physical exhaustion. This study investigates the degree to which nurses experience work-life imbalance and identifies the factors influencing it.

2. Indian Healthcare Industry Overview

India's healthcare sector comprises hospitals, diagnostics, medical devices, insurance, telemedicine, and more. It has witnessed exponential growth driven by technological advancements, increasing disease burden, and policy support. However, the sector still faces challenges like skill shortages, poor infrastructure, and high costs. These issues directly affect the working conditions of nurses, making WLB a critical area for study. Muniraju (2024)

SWOT Summary:

Strengths: Cost-effective treatment, rising number of corporate hospitals

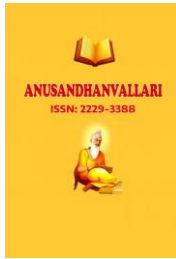
Weaknesses: Skill shortage, outdated technology, red-tapism

Opportunities: Rising disease burden, demand for infrastructure

Threats: Ethical concerns, counterfeit drugs, rural-urban healthcare divide

3. Objectives Of The Study

1. To examine the challenges faced by male and female nurses in private hospitals in Madurai.
2. To analyze the impact of these challenges on their work-life balance.
3. To compare WLB issues between male and female nurses.
4. To compare WLB issues between day-shift and night-shift nurses.



4. Review Of Literature

Summaries of previous studies highlight various aspects of work-life balance challenges and stress management strategies relevant to nurses and employees in related sectors.

Vyas, A.M. (2018): Advocates for stress management strategies among female employees, including time planning and physical activity.

S. Sunil (2018): Highlights lack of WLB awareness in the Magnesite industry and its psychological consequences.

Anitha & Uma Maheswari (2014): Emphasize the importance of WLB for organizational productivity and employee well-being.

Khetavarn (2013): Suggests that quality of work life directly influences workforce motivation and performance.

Sinha et al. (2011): Identifies stressors like patient care, fatigue, and lack of recognition among nurses.

5. Hypotheses

Ho1: There is no significant impact of job nature on work-life balance of nurses.

Ho2: Female nurses do not perceive different challenges in WLB compared to male nurses.

Ho3: Shift type (day/night) does not significantly affect WLB among nurses.

6. Research Methodology

Research Design: Exploratory

Sample Size: 50 nurses from 10 private hospitals in Madurai

Sampling Technique: Convenience Sampling

Data Collection Tools: Structured questionnaire using a 5-point Likert scale

Data Analysis Tools: SPSS v26.0; Z-test and Independent T-test

7. Findings And Discussion

(a) Ho1: There is no significant impact of nature of job on work life balance with respect to nurses.

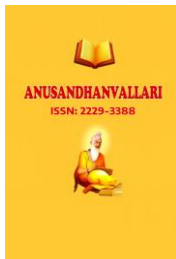
To test this hypothesis, z-test was used. On applying the formula of z-test, the null hypothesis was found to be rejected at 0.05 level of significance. The result of hypothesis testing by z- test. It shows that there is significant impact of nature of job on work life balance of nurses. They have to deal with demanding patients and cure their ailments. Some of them reported the feeling of getting ‘sandwiched’ between their personal and work demands.

Results of hypothesis testing (Ho1) by Z test

S. No	Statement	Calculate d value of Z	Result
Ho1	No Significant impact of nature of job on work life balance with respect to nurses	2.341	Ho1 Rejected

Ho1 Analysis (Z-Test): The null hypothesis was rejected at a 5% significance level ($Z = 2.341$). This confirms a significant impact of job nature on WLB.

Ho2 & Ho3 Analysis (T-Test): Differences were observed between male and female nurses and between day and night shift workers in terms of perceived WLB challenges. Rawat and Singh (2024)



8. Conclusion

The study confirms that job nature, gender, and shift timing significantly impact the work-life balance of nurses in Madurai's private hospitals. Hospitals must implement supportive policies like flexible scheduling, counseling services, and improved compensation to help nurses achieve better balance.

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