Evaluation of Work-Life balance among Nurses: Special reference to Government hospital in Madurai

Mrs.P.SaktheeswarI

Ph.D. Research Scholar (Part Time)
PG and Research Department of Commerce, Ayya Nadar Janaki Ammal College (Autonomous)
Sivakasi.Affiliated to Madurai Kamaraj University
E Mail Id: jaysakthi.suriya@gmail.com

Dr. M. Rifaya Meera

Assistant Professor, Department of Commerce, Department of Commerce,
Ayya Nadar Janaki Ammal College (Autonomous)
Sivakasi.Affiliated to Madurai Kamaraj University
E Mail Id: rifayabathu@gmail.com

Abstract: *Nursing profession lead a proper this study clusters work and life balance RN's (Registered nurses) employed in government hospitals located in Madurai. Private sector nurses faces low level of stress compared to public hospital nurses. Because Public sector hospital provide high pressures and constraints to the nurses. So this study investigates to collected 160 samples under stratifies random sampling method to collect the primary data in four high crowing hospitals to evaluate the aspects affecting WLB and value the influence level of job satisfaction of the nurse. This study concentrates only three important aspects like time, workload and environment factors only and eight statement were studied to conclude the level of satisfaction. At last this study was determined with some suggestions to improve the employment and life balance among nurses.*

Key words: Job satisfaction, Time factor, Workload factor and Environment factor, WLB

Introduction

Nursing is a vital profession and energetic pillar of any health care system. In India, the profession of nursing progressed during the ancient period as caregiving in families, he great ruler. The foundation for nursing education is whispered to have been laid by her. The evolution of the nursing profession started in 1854 when a special school was established by the Government of Madras to exclusively train the students as midwives. In the year 1871 under the control of British period the modern nursing had begun with the Madras Nursing School which was denoted as the first nursing institution in Tamil Nadu. To improve military hospital system especially in nursing system "Florence Nightingale" got prejudiced. Because they give a nursing practices through best training-based system. In the year of 1888 through the military nursing system a well-structured and professional education has been implemented.

In Indian healthcare system, a major turning point has occurred during the year from 1943 to 1946. Because the "Bhore Committee" was framed and recommend 54 norms about the standard of education and training with the help of two cadre

like senior and junior grades along with undergraduate and post graduates courses/ programmes.

After the post-independence period 1947 Indian nursing council founded and regulates 2 years bachelor's degree courses. In 1963, Trivandrum was the first school of nursing has developed for offer numerous course in nursing education. This growth was started and continued with vast development in both private and government institution with the advanced concentration in Psychiatric nursing, Paediatric nursing, ICU in charge etc. These implementations were increases the demand for nursing at global level for continue supply of human resources over 3.3 million health experts. Conducting health based research and evidence based training or practice helps to leads to give a best serving habits to a vast population. Now a days nursing profession bears a variety of challenges like shortage, workloads, migrations, gender imbalance to balancing medical care with advanced Technogym and a high potential knowledge about public health education.

In India Nursing education was divided into the following classifications. They are as follows B.Sc. Nursing, M.Sc. Nursing, ANM (Multi Purpose Health Worker - MPHW-F) especially for female trainers, HV (MPHS-F) Female Health Supervisor training, GNM - General Nursing for Midwifery

The above listed courses are supervised in registered nursing schools. Under these GNM, UG and PG courses are under the control of university level education, and the remaining course are under the control of nursing institutions, they are take responsibilities to conduct examinations in each specialty through certificate and diploma programmes. Nursing education has stretched considerably post-independence. University education in nursing brings about changes and vast development in nursing education. Today the type of nurses required is an "all rounded personality". Because education brings more changes in individuals' behaviour in a desirable manner. It aims at all rounded growth of an individual to become a fully grown, self-sufficient, well trained, intellectually and culturally refined, socially competent and spiritually advanced one. As per UGC regulations 2020 M.Phil in nursing was discontinued across in India but Ph.D in nursing was effectively continuing programme in Tamil Nadu and highly dedicated with advanced research and teaching.

To promote and maintain health system nursing arrangement contribute more to the public through supply of human resources all around places. They acts a 1) caregivers: to assist with direct patient care, 2) health promoter: to engage highly with nutrition/hygiene practices and create awareness about immunization, 3) Counsellor: to deliver sensitive or emotional support regarding anxiety and stress, 4) Believer: to shield Patients' needs and right to encourage privacy and dignity, 5) Communicator: to preserve a real communiqué between patients, their families and doctors. Nursing is not exclusively about caring but also includes above said important roles but still needs occurred in some environmental improvements in workforce conditions, expansion in healthcare institutions/ infrastructure, Primary nursing instruction. Simultaneously need a big extension between the work and life management among nurses to balance their responsibilities without stress and clash. In India Nursing system faces more pressure in work place through some factors like heavy workload, Low time management, hefty hospital policies, demand, emotion and environment factors. Among these factors the three worthy qualities are discussed to evaluate the WLB of respondents. Because These factors lead to create a worst controlling level in life and work. They are discussed as following.

Factors affecting work-life balance

WLB involves a perfect and dynamic evaluation involving work demands and life of individuals' personal life. Staffs in government hospitals often face significant work-life imbalances due to high patient capacities, shortages of staff members,

extended and inflexible working hours these reasons are mainly leads to fatigue and stress. In contrast providing greater job security and more benefits to them, will reduce the level of stress. But the government hospital staffs still face substantial burnout, and struggle to manage family responsibilities.

Many government hospital nurses struggle with poor work-life balance due to long working hours, high patient loadings. The most findable factors of nurses are lack of flexibility within the working environment and family demands. Effective approaches like implementation of flexible scheduling, provide supportive environments and supporting self-care for nurses to enhance proper mental health and perfect job satisfaction.

The lack of controlling and managing work and life equilibrium has enhanced a new cohort for today's families. Coincidentally they extremely lose their personal needs and family needs for supplementary time spent with patients. Today, the nursing communal around the world faces various problems. In this study the researcher selects the three main factors such as time, workload and environmental factors. It offers a comprehensive approach to analysing work-life balance (WLB) challenges in nursing community. Nurses are suffering from inter-role struggle to triumph their protagonists and obligations in the working place as well as family.

Time factors

Time factor is the greatest imperative and significant factor that highly influence the WLB of nurses, which include long hours of working, unbending shift-based schedules, commuting time, irregular scheduling of duties (day/Night duties), mandatory overtime and low possibility for personal time and family time. The already said three components are described as time-demands, issues related to employment and lineage that highly causes stress and exhaustion. This can lead to imbalance between job and life.

Workload factors

Absent of one employees create more difficulties among other employees. Overburden of work is the most considering aspect for the reason that normally a nurses works more than 60 hours, addition to further working hours creates a excess stress. With regarding the nursing profession, the capacity of workload is increasing on account of the deficiency of nurses, increasing patient's ratio, unpredictable workflow, administrative tasks and high patient acuity and low count service labours, nurses execute their additional task. While confronting with the ICU patients', it will automatically increase the psychological pressure of nurses. The non-medical and non-nursing tasks will build a great impact on the interest of the job as well as its satisfaction.

Environment factors

In this aspect the four important environmental factors such as 1) Source scarcity: insufficiency of medicine and equipment,2) Environmental stressors (lack of rest areas, inadequate infrastructure and high noise level), 3) Low supervisory support, Social, cultural issues (cultural expectation). These factors lead to make nurses' task as harder and also they feel highly frustrated while satisfying the expectations of patients and their family expectations. This experts may lose confidence sometimes their shelf because of awkward superiors or colleagues, and the main disappointment starts if their work and efforts are not acknowledged.

Impact of work-life balance

Good work-life balance (WLB) among nurses directly expands the peculiar wellbeing themselves, patient care, quality of guidance, it reduces total burnout and also increases job retention. At the same time deprived WLB may leads to serve high health costs and efficiency of costs together with it increases high burnout and long-lasting stress. With a positive effect that best WLB alleviates best healthy sleeping patterns, maintain high energy level, enhances a good mental health, boosts serving motivations,

safeguarding better performance and a supportable healthcare environment. Self-caring is one of the core concepts of individual regulatory function related to all the essential activities of an individual which will help to reduce the stress stage and improve the physical as well as mental health.

Job satisfaction

It means the degree of overall positive pleasure and professional fulfilment of their role towards their jobs. Satisfied nurses perform a crucial role through their year of experience in the triumph of the health care system because it is a multifaced and difficult task. Their intrinsic satisfaction depends on providing e high clinical services to public and extrinsic satisfaction depends on policies, relationships and supervision. Both type of satisfaction change the level of job satisfaction.

Statement of the problem

Nursing profession is an outstanding vital elements in the health care system but yet they face various consequences to meet sustainable WLB. Nurses employed in government hospitals, without them, it is hard to hit to breathe and survive. It is mandatory to comprehend or recognize the troubles confronted by nurses. While the nursing is fundamentally demanding profession in India during the recent years and met unique pressures/ challenges compared to private hospitals. Compared to private the government health care system serves to a large public and plays a primary source in health care system. The major obstacles that impact of WLB leads to heavy work stress, short of morale, demoralization, disappointment in jobs and decreased organizational commitment which adversely affects the work performance of the nursing staff in the hospitals. So, this study aims to examine the factors that concentrates work life balance of nurses and evaluate the level of satisfaction on job with special reference to government hospitals in Madurai.

Review of Literature

Alireza Rahmani, Moloud Radfar, Afsaneh Azarabadi (2020), This study reveals a vast knowledge regarding more review about WLB and job satisfaction, stress among the nurses who are succeeding underneath government hospitals and private hospitals. There are twenty recent reviews from past two decades include 2010-2020 reviewed and collected a from various national, international, peer reviewed journals. This study detailly explain the various problems faced by nurses, trainees and staff members related medical field who are working in a hospitals from various geographical locations. In this study confirms nurses and other staff members are having more responsibilities and workload stress and is considered as a hard job in the medical field. If a person does not have the disposition of being in charge for work or interest in service, they cannot survive in the difficult conditions that exist in the field of nursing, such as fatigue, work shifts, stress. The fallouts of this studies showed that due to the reputation of work-life balance in nurses, it is recommended that higher authorities and superiors create the best and better working conditions and techniques for job flexibility for nurses and help them to perform as possible as best level, these approaches are possible only with the help of necessary training. Taking care of nurses living conditions, giving peaceful mind at the time of taking counselling sessions and discussions with nurses, establishing crutches for taking care of their children, also minimum operational hours can also be effective in improving balance between work and life.

Shah, A. H., Becene, I. A., Nguyen, K. T. N. H., Stuart, J. J., West, M. G., Berrill, J. E. S., Hankins, J., Borba, C. P. C., & Rich-Edwards, J. W. (2022), probed the primary care providers (HCP) throughout the COVID-19 pandamic period. This investigate respondents' experiences surrounded by three longitudinal national associates like Nurses' NHS2, Nurses' NHS3, and GUTS. Risk in working time risk, insecurity about job, high exasperation with hospital management, limited

admittance to personal defensive equipment and watching regularly by seeing suffering of patients and patients' die these aspects are directly affect the respondents mental health and physical health.

Abhitha S & Hebbar C.K (2022), This study's main objective is to assess the influence level, impact level and satisfaction level of WLB among respondents hired in Mangalore private hospitals. A sample of 100 were accumulated for this research on the basis of convenient sampling method. A indication was presented that respondents must discover exactly how to properly and freely surplus their duties and responsibilities in their familiar life and work life. Yoga, meditation, book reading, gardening and suitable time used with cared ones these simple remedies help the medical professional to overcome their workload stress and keep a positive thinking and energetic stress-free attitude.

Anita Kandel & Bima Thapa Chhetri (2021), this study largely focusses the teritary hospitals with a sample of 95, collected from nurses to estimate the degree of work-life balance with descriptive observational research. This investigation reveals that coping mechanisms and techniques was easily adopted by nurses for upholding and continuing their work life balance. Additional steps includes taking more annual leaves except casual leaves, Sabbatical from the official work for limited time, exchange shifts and more time spend with coworkers and getting personal assistance from their partners and their families. Finaly this study give a important result that there was a pointed association between no of earning per members with WLB, family type and WLB, work experience with WLB members.

Deulle Min (2022), the cross-sectional study was conducted in 10 south Korean cities that involved 155 RNs working in 37 nursing homes. According to these findings survey participants reported feels more sensible pain at work place, and heavy burnout was acquired, these indicators are positively corrected with work-life balance. It determined that yoga and meditation should deliberate to increasing flexibility in their job, as well as reducing burnout and calming or reducing body pain.

Evgenia Zraychikova, Beatrice Gehri, Franziska Zúñiga, Stefanie Bachnic and Michael Simon (2022), examined the connections between demographic parameters and psychological parameters and systematically related parameters with WLB and working in inpatient care. A study related to cross sectional method was overseen in 13 psychiatric hospitals with 1209 samples from 116 units. Multivariable regression was adopted and evaluated with results indicated that values of work-life balance was highly linked with some of the psychosocial work environment factors.

Aim and Objectives of the Study

a) To determine the extent of work-life balance between Madurai Government hospital nurses.
b) To identify and equivalence the determinants affects WLB amongst nurses.
c) To examine the impression of WLB on job satisfaction

Statement of Hypotheses

a) Job satisfaction don't have the significant impact on factors influencing WLB among the nurses of Government hospitals.
b) Level of Education doesn't affect factors distressing WLB.
c) There is no meaningful difference between working shift and aspects disturbing WLB.
d) There is no significant difference between experience and components affecting WLB.

Research methodology

Research design

Descriptive-correlational research is clear and appropriate method to describe the population, so this research method is applied in this study.

This allows you to describe the current state of WLB and evaluate the relationship between the factors and also helps to find out the cause-and-effect association. In Tamil Nadu , Madurai government hospital is one of the most important place to provide large level of healthcare service to public at free of cost/low cost. Totally seven major hospitals are controlled by government, as per the researcher adjacent and high patient boarding, this study concentrates four important government hospitals only. To collect the primary data a stratified random sampling is used and structured questionnaire is distributed to 160 samples, persons who are employed in the selected hospitals controlled by government.

Limitations of the study

Only nurses employed by selected government hospitals are considered for this study. Therefore, it is not feasible to take a broad view about the results. Only hospitals in and around Madurai city are included for this study. If the study is done in other zones or other geographical locations the outcome will vary/ change. The study uses a structured questionnaire to collect primary data, it has more drawbacks because of time constraints. Only time, workload, and environmental elements are measured for this study to evaluate the nurses' work-life balance. The study's consequences are limited to factors/aspects affecting WLB and job satisfaction

Table 1: Demographic profile

S.No	Variables	Particulars	Frequency	Percentage
1	Age	Below 25	12	7.50
		26-30	37	23.13
		36-40	59	36.87
		41-45	20	12.50
		Above 45	32	20.00
		Total	160	100
2	Education	ANM	38	23.75
		GNM	61	38.13
		B.Sc (Nursing)	32	20.00
		Others	29	18.12
		Total	160	100
3	Marital Status	Married	104	65
		Unmarried	56	35
		Total	160	100
4	Type of Family	Joint	32	20
		Nuclear	128	80
		Total	160	100
5	No of children	Nil	20	19.23
		1	32	30.77
		2	52	50.00
		Total	104	100
6	Monthly Income	Up to 20000	52	31.25
		20001-30000	14	8.75
		30001- 40000	17	10.63
		Above 40001	77	48.13
		Total	160	100
7	Year of Experience	Below 5 years	34	21.25
		6 – 10 years	67	41.87
		11-15 years	47	29.38
		Above 15 years	12	7.5
		Totall	160	100
8	Shift of work	Day shift	24	15
		Night shift	26	16.25
		Alternate shift	110	68.75
		Total	160	100

This study reveals the frequency distribution of Age classification of Nurses working in Government Hospitals in Madurai, out of 160 nurses, majority 36.87 % of the nurses are in range of age group between 36-40 years. The frequency distribution of educational qualification of nurses indicated that majority 38.13% of the respondents qualified as GNM, The nurses' marital status reveals that, the majority of the (65%) nurses are married. The results of Family Type of Nurses discloses that the greater value (80%) of the nurses belong to nuclear family. The frequency distribution results of Number of Children of nurses reveals that majority of 50% (out of 104 samples) of the nurses having two children. Majority of 48.13% of the nurse's monthly income is above Rs.40000. 29.3% of nurses are have experience between 11-15 years. Majority 68.75% of nurses are worked under alternate day or night shifts.

Table 2 : ANOVA test on factors affecting of WLB and working shift of Nurses

Factors	Working Shift	Mean	SD	F	P
Time Factors	Day shift	3.56	0.62	0.513	0.625
	Night shift	3.64	0.55		
	Alternatively, Day & Night	3.67	0.57		
Workload Factors	Day shift	3.73	0.36	8.721	<0.001**
	Night shift	3.38	0.45		
	Alternatively, Day & Night	3.26	0.42		
Environment Factors	Day shift	3.37	1.12	7.792	<0.001**
	Night shift	2.71	0.71		
	Alternatively, Day & Night	3.15	0.92		

Above evaluation reveals the results of ANOVA for aspects distressing work life balance and working shift of nurses. Time Factors - F-value is 0.513 and p-value is 0.625, Workload Factors- F-value is 8.721 and p-value is <0.001 and Environment Factors - F-value is 7.792 and p-value is <0.001. So this test results that the p-value of time factors is greater than 0.05 and scientifically insignificant @ 5% level. Hence the study surmised that there is no substantial variance between the time factors and the working shift of nurses. The study initiate that all the type of shift have the similar opinion on time aspects. The p-value of remaining two factors like factors representing Workload and Environment Factors is <0.01 and statistically significant @ 1% level. The study resolved that there is a noteworthy transformation between the working shift towards the workload factors and the environment factors.

Table 3 : Test of ANOVA on Issues/ aspects affecting work life balance on range of Age

Factors	Age	Mean	SD	F	P
Time factor	Up to 25 years	2.13	1.57	0.603	0.576
	26-35 Years	3.52	0.81		
	36 - 45 Years	2.15	1.10		
	Above 45 years	2.25	1.17		
Workload factor	Up to 25 years	3.16	1.34	2.377	0.043
	26-35 Years	2.46	0.38		
	36 - 45 Years	2.38	0.35		
	Above 45 years	3.13	0.79		
Environment factor	Up to 25 years	3.10	1.10	2.323	0.064
	26-35 Years	3.26	0.55		
	36 - 45 Years	2.92	0.77		
	Above 45 years	3.21	0.87		

The results found that factors affecting WLB and the age group of respondents. F-value and P value for time factor is 0.630 and 0.576, Workload factors obtain F-value as 2.737 and p-value is 0.043, and F-value and P value for environment factor is 2.323 and 0.064. The p-value is <0.05 for Workload factor. The study determined that there is a noteworthy difference between the factors affecting WLB and age group of the respondents who are working in Government Hospital. The p-value of time and environment factor is >0.05 and scientifically insignificant @ 5% level. Hence the study determined that there is a consequential difference among Time & Environment factors affecting WLB and the range of age of the Government Hospital nurses.

Table 4: Test of ANOVA for Factors assuming WLB and Educational or academic Qualification

Factors	Qualification	Mean	SD	F	P
Time Factor	ANM	2.67	0.87	1.433	0.226
	GNM	3.11	1.02		
	B.Sc (Nursing)	2.97	0.77		
	Others	2.57	0.67		
	Total	2.93	1.11		
Workload Factor	ANM	3.46	0.85	4.108	0.007**
	GNM	2.78	1.30		
	B.Sc (Nursing)	2.61	0.54		
	Others	3.13	0.11		
	Total	2.81	0.89		
Environmental Factors	ANM	3.21	0.73	11.468	<0.001**
	GNM	2.81	0.92		
	B.Sc (Nursing)	3.36	0.61		
	Others	3.59	0.66		
	Total	3.02	0.81		

Analysis of variance test for factors swaying WLB and Educational Qualification of nurses in the Madurai. Time factor obtain the F-value as 1.433 and p-value is 0.226, F value and P value for Workload factor obtain the following values 4.108 and p-value= 0.007, Factors related to Environment obtain F-value as 11.468 and p-value is <0.001. It is deducted that there is a substantial difference concerning the factors affecting workload & environmental factors and the Nurse's academic qualification. The study also instigated that there is no discernible difference amongst the time factor and Nurses academic qualification.

Table 5 : One-sample t-test for Job satisfaction

Particulars	M	SD	t-value	p-value
As a Nurse Satisfied with my overall job	2.24	1.20	-11.067	<0.001**
My job gives me a meaningful	2.08	1.03	-15.598	<0.001**
I provide more effort in my job to serve others.	2.17	1.05	-13.810	<0.001**
I am able to deliver good care to patients	1.70	0.985	-23.179	<0.001**
I have enough opportunity to discuss problems of patients to guide other patient	2.36	1.73	-6.509	<0.001**
In a busy schedule I do my best all the time	1.93	1.44	-13.020	<0.001**
Make positive relationships with patients and colleagues	2.26	1.57	-8.247	<0.001**
Regularly recognized and valued my contribution	2.21	1.52	-9.075	<0.001**

Job satisfaction was assessed with the help of eight statements and they are applied for One-sample t-test was evaluated and it reveals that the p-values of the all the statements related to job satisfaction are obtain <0.01 and statistically significant @1% level. Therefore the study determined that the Government Hospital nurses are highly gratify with their job at their working place.

Table 6 : One-sample t-test for the Health factors among the Nurses

Health Factors	Mean SD	T	P	F
More Memory Problems	2.89	1.312	-2.35	0.014*
Can't concentrate with multiple case	3.32	1.142	-3.18	0.001**
Low attention Limit at a peak time	3.49	1.012	2.18	0.017*
Poor judgment for a problem	3.21	1.071	2.68	0.029*
Nervous or racing thoughts	2.54	1.454	-5.31	.000**
Frequent worrying	3.29	1.636	4.37	.000**
Body aches and pains	3.52	1.360	4.28	.000**
Shuddering and Sweating	3.18	1.026	2.74	.000**
Hurried heartbeat levels	1.73	0.942	-23.32	.000**
Regular lack of sleep	1.05	1.288	18.00	.000**

The study instigated that the entire statements of health Factors are (>0.05) statistically substantial. Consequently it is determined that all the Nurses working in Government Hospitals are facing the above said health factor issues in their working place.

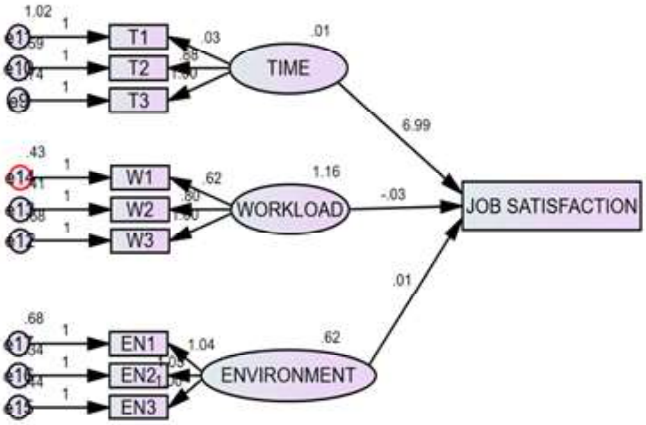


Table 7: Results of SEM Model Fit Indices for factors affection job satisfaction

Name of Category	Name of Index	Obtained Value	Suggested Value	Result
Absolute Fit	P Value	0.827	P>0.05	Achieved
	RMSEA	0.000	RMSEA<0.08	Achieved
	GFI	0.911	GFI>0.90	Achieved
Incremental Fit	AGFI	0.921	AGFI>0.90	Achieved
	CFI	1.100	CFI>0.90	Achieved
	TLI	1.128	TLI>0.90	Achieved
	NFI	0.919	NFI>0.90	Achieved
Parsimonious Fit	CMIN/DF	0.319	Chi-square/df<5.0	Achieved

The above table represents that, out of three fit indices, that is P value fit, RMSEA and GFI are fulfils the absolute fit for the CFA model. Time factors are measured with three variables and its factor loadings have appeared and perform with the approximate following values resulted with T1(0.03) and it was concluded with a weak loading factor, T2(0.88), T3(1.00), T1 and T2 are considered as strongly signifies the time factor. Workload factors are measured with three variables and its factor loading appear with the following approximate values reveals that W1(0.62), W2(0.80), W3(1.00) these three indicators are reasonably signifying the workload factor. At the same time Environment factors such as EN1, EN2, EN3 are evaluated with the following values like 1.04, 0.95,1.00 and these three items are very strappingly representing the environment factor.

Result for structural model interpretation

Job satisfaction was evaluated with eight important indicators these indicators are directly used in AMOS by using Item parcelling method.Under this method the multiple observed variables are combined into a single composite indicator to represent and epitomise the latent construct. This method helps to improvise and enhance model fit to simplify the SEM model. Through this method a SEM model was framed and generated successfully. This reveals that time factor- Job satisfaction strongly effect with positive value of 6.99, workload factor – job satisfaction negatively effect with the negative values of -0.03. This suggests that three workload factors are whitethorn and may not be an imperative predictor for this model. Likewise Environment factor – Job satisfaction are reveals with the very low positive effected with the value of 0.01, this suggests that environment factors has almost no direct effect with job satisfaction.

Overall conclusion regarding SEM model indicates that time factor (β=0.699) is the strongest predictor of job satisfaction, workload factor (β = -0.03) has mild negative and insignificantly influence the job satisfaction and Environment factors (β=0.01) has minimum beneficial impact with the job satisfaction. Among these 3 independent variable , Except Workload and Environment factor, Time factor plays the most significant role for determining job satisfaction of nurses.

Suggestions

Nurses should learn about best way of managing work stress. They need strong support from family and society to manage their stress and job dissatisfaction. From the hospital management point of view they offer some remedies to free from stress by arrange various programmes to their hospital nurses to help them to give good services in their work and also it will lead them better work and life balance in addition to job satisfaction. Nurses who are working in Government Hospitals are got more stress compared to private hospital because of over workload or overcrowding of patients, so they are schedule their work and personal role and responsibility properly. Nurse working in government hospitals should allocate personal time and learn how to make their mind always happy and tension free. Then only they can accomplish and manage their responsibility without any hurdles and also spent their personal time by involving various activities like yoga/ Meditation, gardening, spent more time with childrens, family and friends.

Conclusion and Findings

The present chapter analyses the data which was collected from the Government Hospital nurses. The first segment of the analysis drew the demographic profile of the respondents working in Government Hospitals in Madurai. The subsequent phase of the analysis is done to isolate the variables (namely time factors, workload factors, and environmental factors) affecting of work-life balance and are compared with the demographic profile of the defendants. The next portion of the analysis is concentrated to scrutinise the data related to health factors which are regularly faced by nurses. There are

two foremost elements that subsidize to the work-life balance of nurses in government hospitals like organizational problems and personal issues. The comprehensive investigation exposed that the biggest encounter for all nurses in manipulating their personal and proficient lives is time. The nurses' smooth work-life balance is also controlled by personal issues, health issues and family issues. For all work and life balance issues, the support of the spouse is shown to be crucial. From these three factors except time factor, workload factor and environment factors are negatively balance the work and life of the plaintiffs those who are employed by government hospitals. According to this research, spouse and family support are crucial for all nurses to have a balanced

References

1. Rahmani, A., Radfar, M., & Azarabadi, A. (2025). A comprehensive review of the factors affecting the work-life balance of nurses. Romanian Journal of Military Medicine, No.1 / 2022, Vol.CXXV, February. https://doi.org/https://doi.org/10.1097/NOR.0000000000000308.

2. Shah, A. H., Becene, I. A., Nguyen, K. T. N. H., Stuart, J. J., West, M. G., Berrill, J. E. S., Hankins, J., Borba, C. P. C., & Rich-Edwards, J. W. (2022), A qualitative analysis of psychosocial stressors and health impacts of the COVID-19 pandemic on frontline healthcare personnel in the United States. SSM. Qualitative research in health, 2, 100130. https://doi.org/10.1016/j.ssmqr.2022.100130

3. Abhitha , C., Hebbar.C.K., Impact of work-life balance on job satisfaction of hospital nurses-a case study EPRA International Journal of Multidisciplinary Research, p. 183 - 187 Posted: 2022, **DOI:** https://doi.org/10.36713/epra9984

4. Anita Kandel , Bima Thapa , Chhetri Work-Life Balance among Nurses Working in Tertiary Level Hospital Nepal Medical Journal , volume 4 , issue 1 , p. 37 - 43 Posted: 2021

5. Deulle Min (2022), Effects of resilience, burnout, and work-related physical pain on work-life balance of registered nurses in South Korean nursing homes A cross-sectional study, Medicine, vol. 101, no. 30, pp. 1-6 , DOI: 10.1097/MD.0000000000029889

6. Evgenia Zraychikova, Beatrice Gehri, Franziska Zúñiga, Stefanie Bachnic and Michael Simon (2022), The Interaction Between Leadership, the Patient to Nurse Ratio and Nurses' Work Life Balance in the Psychiatric Inpatient Setting in Switzerland: A Secondary Data Analysis of Cross Sectional Data, Administration and Policy in Mental Health and Mental Health Services Research, pp. 1-10, DOI: 10.1007/s10488-022-01239-6

7. Rahimaghaee F, Dehghan Naiery N, Mohammadi E. [Iranian nurses perception of their professional growth and development]. Online J Issues Nurs. 2010;9(10). 26. Hinami K, Whelan CT, Wolosin RJ, Miller JA, Wetterneck TB. Worklife and satisfaction of hospitalists: toward flourishing careers. J Gen Intern Med. 2012;27(1):28-36.

8. Jena Sasmita A comparative study on work-life balance of nursing staff working in private and government hospitals Parikalpana: KIIT Journal of Management , volume 15 , issue 1&2 , p. 292 - 293 Posted: 2020

9. https://shodhganga.inflibnet.ac.in/bitstream/10603/266207/9/8.%20chapter%20v.pdf

10. https://shodhganga.inflibnet.ac.in/handle/10603/266207

11. https://currentnursing.com/nursing_education/nursing_education_in_india.html