EXPLORING WORK-LIFE BALANCE CHALLENGES: ASSESSING THE INFLUENCE OF COPING STRATEGIES ON WELL-BEING OF WORKING NURSES

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Abstract:

Technological advancements and changes in socioeconomic conditions have led to changes in various areas of work. The theory of work-life balance has gained numerous attention in today's culture, especially in fields like nursing where schedules are extremely demanding and responsibilities are considerable. This study focuses at how work-life balance affects the health of female nurses in Vellore City, which is an important topic of research because nursing is a demanding profession with particular difficulties for women. High workloads, long hours, and changing shifts are common place for female nurses, which can make it difficult for them to manage their personal and professional obligations. Both personal well-being and professional performance may be impacted by this work life imbalance, which has been connected to raised stress, mental health problems, and decreased job satisfaction. This study examines the connection between work-life balance, mental health, job happiness, and general quality of life by surveying female nurses in several Vellore City hospitals. According to the findings, enhancing work-life balance by accommodating policies, flexible scheduling, and supportive management can greatly improve the wellbeing of female nurses.

Keywords: Work-Life, Balance, Nurses, Health, Well-being, Relationship

Introduction:

Maintaining a healthy work-life balance is critical for productivity in addition to being important for personal wellbeing. But striking this balance can be especially difficult for female nurses, who frequently manage a number of tasks and duties in their personal life in addition to their job obligations. The southern Indian city of Vellore is dedicated to a diversified population and a booming healthcare industry. In this context, female nurses are essential to delivering high-quality healthcare services, despite the fact that they usually work long hours and irregular shifts and endure high levels of stress related to their occupations. Even though the critical necessity of

their work, the imbalance between the demands of their personal and professional lives may be detrimental to the wellbeing of the female nurses in Vellore City.

The focus of earlier studies was on the elements that enable productivity growth. According to Winefield, H. R. (2012), respondents' levels of well-being included feelings of support, competence, enjoyment, and life satisfaction. Respondents with higher levels of well-being reported feeling more content with their lives, competent, happy and supported. Higher well-being also led to better physical health, which could have been mediated by neurochemical effects, patterens of brain activity, and family history.

According to Ryff (2002), there is a considerable correlation between employees' well-being and their capacity to perform their tasks effectively at work. People with higher level of well-being were reported to be more productive and to have better physical and mental health than those with lower levels.

Lyubomirsky, King, and Diener (2005) revealed that persons with greater happiness are more likely to be flexible and creative, react better to opinions, say more good things about other people, be more engaged, be more productive, live longer, be in better physical health, and lead happier lives at work and with their families.

According to McGregor and Little (1998), understanding life's meaning and goals is a key component of well-being. Other experts used a different framework to explain well-being. eople are pleased when their basic psychological needs—autonomy, competence, and established relationships—are satisfied, claim Ryan and Deci (2001). A different definition of well-being was created by Waterman (1993), and it was described as pursuing challenges, exerting effort, and growing personally.

Research has shown that when people experience the effects of work-life balance, their well-being, job stress, and burnout decrease. According to Singh, A. K. (2013), the study's findings indicated that a work-life conflict can result in decreased well-being, job satisfaction, and organizational loyalty.

Gardner, D., and Balmforth, K. (2006) A person's attitudes, feelings, abilities, and behaviors that occur in one area (their personal or professional life) can have a good or bad impact and can occur in both directions (work-to-personal life or personal life-to-work), according to the work-life spill over theory.

WLB is the extent to which an individual can consistently balance the demands of paid work, personal commitments, and family time, behavior, and emotions. Hawkins and Hill, E. J. (2001). WLB is a state in which a person manages the potential conflict between several demands on their time and energy in order to satisfy their requirements for welfare and self-realization. Another definition of WLB is the capacity of individuals, regardless of age or gender to successfully manage work and household responsibilities (Whelton.D.2012). It's not always easy to distinguish between job and life. When it comes to work-related time, for example, travel time cannot be categorized as either work or leisure, especially for individual's in salaried professions.

Maintaining a positive working connection between employees and their employers is an additional responsibility of organizations. The challenges in the workplace are defined by a number of factors, including increased competition, higher work goals, threats of job loss, organizational change, a lack of time and space to complete tasks, ongoing technological

advancement, conflicting demands from stakeholders in the organization, increased used of computerization and participatory management and more.(J.Yunus and A.Mahajar,2011)

Importance of Work –Life Balance:

1.Health and Well-Being:

People's mental and physical well-being are enhanced when they maintain a healthy work-life balance. Chronic stress brought on by excessive work can lead to burnout, anxiety, hopelessness, and a number of other health issues. Setting aside time for oneself promotes socialization, interests, exercise, and relaxation all of which are critical for overall wellbeing.

2. Enhanced Productivity:

Positive work-life balance makes employees more productive during the workday. Because they are less likely to get tired, distracted, or disengaged, they are more likely to be attentive and productive. Furthermore, taking time off from work enables people to rejuvenate, resulting in enhanced productivity upon their return.

3.Recruitment and Retention:

Prioritizing work-life balance makes an organization more appealing to job searchers and increases staff retention rates. Companies that encourage employees' well-being and provide them with flexibility in juggling their home and work life are more likely to retain their workforce. This reduces the costs associated with recruiting and on boarding new staff, which are associated with high turnover rates.

4. Enhanced Job Satisfaction and Morale:

Workers who experience support in striking a work-life balance tend to be happier in their positions. They have higher levels of engagement, motivation, and employer loyalty. Employee sense of belonging is fostered and a healthy corporate culture is a result of this high morale.

5. Improved Relationship:

Maintaining a healthy work-life balance allows people to devote time and effort to fostering bonds with friends and family. For general happiness and emotional support, one needs strong social ties. Maintaining these relationships helps lessen feelings of isolation and loneliness, which can enhance mental health.

6. Personal Development:

People can pursue their hobbies, interests, and educational goals when they have free time after work. Ongoing education and self-improvement support personal development, which boosts contentment in one's work and life in general.

Significance of Well-being:

Physical Health: A person's overall state of health includes things like proper diet, regular exercise, and enough sleep. Sustaining physical well-being lowers the chance of developing chronic illnesses, boosts vitality, and improves quality of life overall.

Mental Health: Emotional stability, stress reduction, and cognitive performance all depend on mental health. It entails having a sense of fulfilment, self-assurance. People in good mental health are able to work well, have healthy relationships, and enjoy life's small pleasures. They are also able to manage life's challenges.

Social Networks: Social networks and interactions are intimately related to well-being. Strong social networks offer companionship, emotional support, and a feeling of community. Feelings of

contentment, security, and happiness are influenced by healthy relationships.

Work Performance: People who are in good health are more likely to work effectively in their occupations. Their levels of involvement, job satisfaction, and absenteeism are all higher. Creativity, problem-solving abilities, and resilience in the face of pressures at work are all enhanced by wellbeing.

Quality of Life: At the end of the day, happiness comes from leading a purposeful and happy life. It entails seeking one's own objectives, feeling joy, and discovering one's mission. Increased well-being enhances general quality of life, which in turn increases happiness and life satisfaction.

Aging and Longevity: Studies indicate that those who are happier generally live longer, healthier lives. Good feelings and mind-sets are linked to improved physical health results and a lower chance of age-related illnesses.

Community Well-Being: The general well-being of communities and societies is influenced by the well-being of the individual. People are more inclined to strive toward shared objectives, and favourably impact their communities when they are content, healthy, and happy.

The aim of this study is to investigate, considering the importance of both, the relationship between work-life balance and the health of female nurses in Vellore City. By examining these nurses' experiences, challenges, and coping strategies, this study seeks to determine how work-life balance factors impact their overall health. This study also aims to identify pertinent policies and practices that can promote a better work-life balance on order to enhance the overall quality of life, mental health and job satisfaction of female nurses. By having a thorough grasp of these dynamics, policymakers and healthcare organizations may create focused plans to support the health of female nurses and improve Vellore City's healthcare system.

Review of Literature:

As women often shoulder the majority of household and family responsibilities, most previous research on the topic indicates that females struggle more than men to balance work and family obligations (Duxbury and Higgins 1991). According to the spillover idea, there are parallels between what happens in a family setting and the workplace, meaning that contentment at work eventually translates into contentment at home (Staines 1980).

It is considered that attitudes at work influence a fundamental orientation toward oneself, others, and children (Mortimer et al. 1986) or that attitudes at work have an impact on one's fundamental orientation toward oneself, other people, and children (Mortimer et al., 1986). Although positive interactions are typically emphasized when discussing spillover, negative spillover is also possible (Piotrkowski 1978).

According to a study titled "Balancing work and family after childbirth: A longitudinal analysis" by Grice, M.M., McGovern et al. (2011), 53% of the women had returned to work by 11 weeks after giving birth, and nearly all had done so by six months. Women were more likely to experience job spillover into the home than home spillover into the workplace. According to the results, ther was a positive relationship between total hours worked and health, with each extra hour worked having some impact a both physical and mental health. Women's assessments of their

mental health were found to be positively correlated with social support from coworkers and positive comments from family members about how well a woman is doing.

Ryff and Keyes (1995) developed a theoretical framework for psychological well-being and contended that it is a complicated idea with six components, including self-acceptance, control over one's surroundings, wholesome relationships, life's purpose, personal development, and independence. Perrig-Chiello, Spahni, Hopflinger, and Carr (2016) found that among bereaved individuals in Switzerland, gender had an impact on their psychosocial adjustment to later-life widowhood.

Mihelic et al. (2017) conducted a survey of production workers in a global corporation to investigate the relationship between work-life balance, private life, and employee satisfaction. They also looked at the importance of encouraging innovation among employees. One of the most important aspects of being innovative at work is motivating staff memebrs to take charge and to influence their tasks. By proposing changes. They found that employees creativity and capacity to influence the workplace had a beneficial effect on their views of work-life balance.

Wen et al. (2018) investigated how work-life balance affected employees' job satisfaction and general well-being. The study demonstrated a connection between employee development, job happiness, and work-life balance. Job satisfaction and motivation can be defined as the feelings and experiences that employees have at work, both positive and negative. Internal workshops can halp employees feel more balanced and prosperous in their working lives while also helping them establish a sense of job satisfaction.

Objectives of the Study:

1.To evaluate the present state of work-life balance, including work hours, shift patterns, and personal activity time, among female nurses employed in Vellore City.
2. To investigate into the perceived effects of work-life balance on the general wellbeing of female nurses in Vellore City,
3. To explore the relationship between work-life balance and overall well-being of female nurses in Vellore city.

Methodology:

The study adopted descriptive survey design. From the population of female nurses worked in private hospitals, Vellore. through convenient sampling method a sample of 150 nurses taken for research and asked to fill structured questionnaire. To assess work-life balance Hayman (2005) Scale was adopted and to assess Well-being Ryff Scales of Psychological Well-Being (1995) scale was adopted.

Conceptual frame work
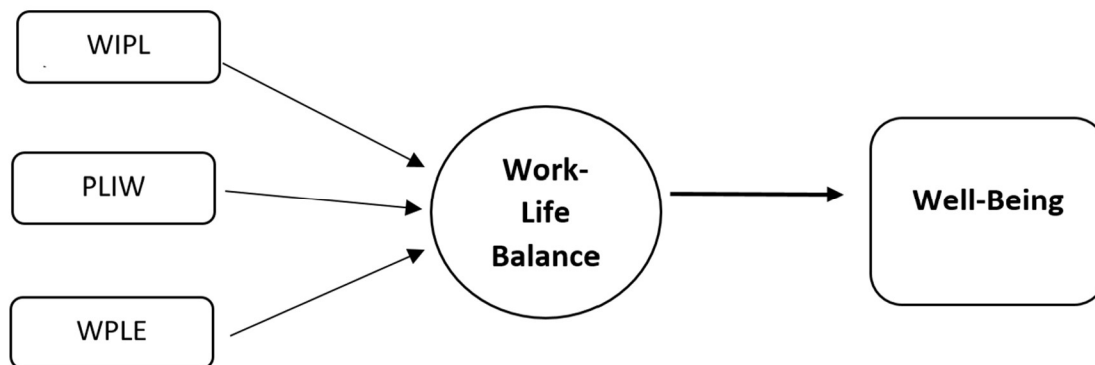
Research Analysis:

Table 1 below displays the respondents' demographic information, including age, marital status, dependents, family type, educational background, and years of experience.

Table:1 Demographic variables of the Respondents:

Variables	N= 150	Percentage
Age		
20-30 years	53	35
31-40 years	59	39
41-50 years	30	21
Above 51 years	8	5
Marital status		
Single	42	28
Married	93	62
Divorced / Widow	15	10
Education Qualification		
Diploma	39	26
Undergraduate	72	48
Post graduate	35	23

Others	5	3
Type of Family		
Nuclear	87	58
Joint Family	63	42
Any Dependents		
Yes	117	78
No	33	22
Years of Experience		
Less than 1 years	12	8
1-5 years	108	72
6-10 years	23	15
Above 10 years	8	5

The above table showed that 40 percent of the nurses belong to the 31-40 year of age group. 62 percent of the respondents were married people. Most of the respondents (48 percent) were Undergraduates. About 58 per cent of the respondents had a nuclear family. 78 percent of the respondents had dependents. Most of the respondents (72 percentage) had 1-5 years of experiences.

Reliability and Validity

The questionnaire's validity was assessed using SPSS's Cronbach's Alpha. Given that every item in Table 2 has a value more than 0.7, the results indicate that the questionnaire has good validity.

Table 2 Shows the Values of Reliability and validity:

	Mean	Std. Deviation	Cronbach's Alpha
Work Interference with Personal Life	2.4528	0.7514	0.799
Personal Life Interference with Work	2.1289	0.7986	0.704
Work Personal Life Enhancement	3.7487	0.8434	0.745
Overall Well Being	2.6071	0.9783	0.813

Correlation analysis:

To determine the relationship between work-life balance and general well-being among female nurses, correlation analysis was conducted. The results of the correlation analysis are shown in the table below.

H1: There is relationship between work-life balance and overall well-being among female nurses.

Table : 3 - Correlations Analysis

		WLB	WB
WLB	Pearson Correlation	1	.423**
	Sig. (2-tailed)		.027
	N	150	150
WB	Pearson Correlation	.423**	1
	Sig. (2-tailed)	.027	
	N	150	150

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

A statistically significant and favourable Pearson relationship between work-life balance and overall wellbeing was established (r=.423, p<0.05). Thus, H1 was approved.

Regression Analysis:

Regression Analysis used to know the impact of Independent variable (Experience) on Dependent variable (Work life balance).

H2: There is a significant relationship between Experience of respondents and work-life balance of respondents.

Table : 4 -Coefficients Model of overall Work life balance						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.5324	.142		15.634	.000
	EXPERIENCE	.232	.045	.351	4.546	.000
a. Dependent Variable: TOTWLB						

Experience plays a significant role in predicting work-life balance, as indicated by the Standardized coefficient (B=0.351). A strong correlation between experience and work-life balance is indicated by the experience variable's t-value of 4.546, and the p- value (sig=0.000) verifies that this association is statistically significant at the 1% level (p<0.001).H1 was so accepted. Overall work-life balance is positively and dramatically impacted by experience. People's capacity to successfully balance their obligations in both their personal and professional lives improves with experience.

ANOVA Analysis:

To know the impact of work-life balance and over all well-being of nurses. ANOVA analysis were used.

H3: There is a significant impact of Work-life balance on the overall Well-being of female nurses.

Table 4 – ANOVA for work life balance and overall well being						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.839	1	6.839	21.610	.000[b]
	Residual	48.737	149	.316		
	Total	55.576	150			
a. Dependent Variable: Well being						
b. Predictors: (Constant), Work life balance						

ANOVA measuring the effects of work-life balance on female nurses' general well-being, as shown in the table below. With a significance value of 0.000, below the 0.05 level of significance ($p=0.000<0.005$), the ANOVA test revealed that the independent variable work-life balance in this model statistically significantly affects the general well-being of female nurses. The F-Test provided more support for this. F came out to be $(1,149) =21.610$. However, $(1,149) = 3.9025$ was the F calculated at the 0.05 significant level. When the two are compared, the F-calculated is higher than the F-tabulated ($21.610 > 3.9025$), indicating that the alternative hypothesis that work-life balance significantly improves the general wellbeing of female nurses is accepted.

Discussion and Conclusion:

From this study interprets Most respondents were young, married nurses with undergraduate qualifications, most of them from nuclear families, and have experience between 1-5 years. The majority of respondent's express satisfaction with their work-life balance. Some of the respondents were expressed dissatisfaction like high workloads, rigid schedules, and lack of flexible work arrangements as key factors. The participants highlighted the importance of flexible wok options leads higher job satisfaction and lower stress levels. Most of the respondents reported the highest levels of stress due to demanding job requirements and they felt that their employers provided adequate support for achieving work-life balance, like offering paid leave, mental health days and family-friendly policies. Unbalanced work and personal responsibilities might increase moderate to high levels of stress.

Also, the survey found that attaining a healthy work-life balance was essential to their empowerment and professional development. The correlation analysis confirmed a favourable and statistically significant association between overall wellbeing and work-life balance. The regression analysis found that experience positively and significantly affects total work-life balance. Work-life balance has been shown to significantly improve the general welfare of female nurses through Anova analysis. These observations highlight the significance of focused tactics to support work-life balance, which is essential for raising female nurses' general quality of life, lowering stress levels, and increasing job satisfaction.

The research indicates that nurses are more equipped to manage their personal and professional life when they employ proactive and adaptable coping mechanisms like time management, seeking out social support, and self-care. Reducing stress and fostering a healthy work environment are greatly aided by organizational assistance such as family-friendly policies, flexible work hours, and mental health resources.

According to the study's findings, nurses' mental and emotional well-being, as well as their professional performance and job satisfaction, depend on striking a healthy work-life balance. According to these findings, specific treatments and policies are needed to give nurses useful coping mechanisms and to establish work-life balance-focused, supportive work environments, which will ultimately improve the general wellbeing of this vital profession.

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