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## A STUDY ON WORK-LIFE BALANCE AMONG NURSES

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### ABSTRACT

Work-life balance has become an important issue among nurses because of increasing workload, emotional stress, long working hours, and family responsibilities. Nurses play a vital role in providing quality healthcare services to patients. However, balancing personal life and professional responsibilities has become difficult for many nurses working in hospitals and healthcare centers. This article focuses on the challenges faced by nurses in maintaining work-life balance and the impact of stress on their physical and mental well-being. The study also highlights the importance of family support, organizational support, and effective work policies in improving the quality of life of nurses. A healthy work-life balance helps nurses improve job satisfaction, reduce stress, and provide better patient care.

### INTRODUCTION

Work-life balance refers to the ability of an individual to manage work responsibilities and personal life effectively. In the modern healthcare sector, nurses are one of the most important employees because they provide direct care and emotional support to patients. Nurses are expected to work under pressure for long hours and handle emergency situations regularly. Along with professional duties, nurses also have personal responsibilities such as family care, child care, and household management. In India, the nursing profession is highly demanding due to inadequate staffing, increasing patient numbers, and changing healthcare systems. Nurses often work in shifts including day shifts, night shifts, and emergency duties. These irregular working patterns affect their physical health, sleep, and emotional well-being. Work-life imbalance creates stress, anxiety, frustration, and reduced job satisfaction among nurses. Maintaining proper work-life balance is important for both nurses and hospitals because stress-free nurses can perform their duties effectively and improve healthcare services. Therefore, understanding the factors affecting work-life balance among nurses is necessary to improve their quality of life and work performance.

## OBJECTIVES OF THE STUDY

1. To identify the major problems faced by nurses in balancing work and personal life. 2. To examine the factors affecting work-life balance among nurses. 3. To study the relationship between stress and job satisfaction among nurses. 4. To analyze the impact of workload and shift duties on nurses. 5. To suggest suitable measures for improving work-life balance among nurses.

## REVIEW OF LITERATURE

1. K. Santhanalakshmi (2012) conducted a study on work-life balance among female nurses working in hospitals. The study found that workload, long working hours, and family pressure highly affected the emotional condition of nurses. The research suggested that flexible working schedules and organizational support could improve work-life balance. 2. Abihitha and Ramesh (2013) studied the relationship between stress and job satisfaction among nurses. The researchers identified that nurses working under continuous pressure experienced lower job satisfaction and higher stress levels. The study emphasized the importance of counseling and stress management programs. 3. Ghousinnisa S. (2016) examined the challenges faced by nurses in balancing family responsibilities and professional duties. The findings revealed that irregular shift work and overtime duties created stress and affected the mental health of nurses. 4. Deepa (2016) conducted research on ICU nurses and identified that emotional pressure and emergency patient care increased stress among nurses. Family support and emotional support from colleagues helped nurses manage stress effectively. 5. Jensirani and colleagues (2017) analyzed the work environment of nurses and concluded that organizational support, welfare measures, and proper staffing are important factors in maintaining work-life balance. 6. Anis Fathima (2018) studied the influence of demographic factors on work-life balance among women nurses. The study found that age, marital status, family type, and work shifts significantly influenced stress levels and job satisfaction among nurses. The review of literature clearly indicates that nurses face multiple challenges in balancing work and personal life. Most researchers emphasized that stress management programs, family support, flexible schedules, and employee welfare measures are essential for improving work-life balance among nurses.

## RESEARCH METHODOLOGY

The present study is based on both primary and secondary data. Primary data was collected from nurses working in government and private hospitals using a structured questionnaire.

Secondary data was collected from books, journals, websites, and previous research studies related to work-life balance. Convenience sampling method was used for selecting respondents. A total of 99 nurses participated in the study. Statistical tools such as percentage analysis and chi-square analysis were used to analyze the collected data. The methodology helped in understanding demographic factors such as age, gender, educational qualification, work area, work experience, shift duties, and monthly income of nurses.

## FACTORS AFFECTING WORK-LIFE BALANCE

Several factors influence work-life balance among nurses. Long working hours are one of the major causes of stress. Nurses are required to work continuously without proper rest during emergency situations. Shift duties also affect physical and mental health. Night shifts disturb sleeping patterns and create fatigue. Nurses working in ICU and emergency wards experience more emotional pressure compared to others. Family responsibilities create additional stress for married nurses and nurses with children. Lack of time for family activities affects relationships and emotional well-being. Health issues such as stress, anxiety, depression, back pain, and sleep disorders are common among nurses due to work pressure. Lack of appreciation, inadequate staffing, and low salary also reduce job satisfaction.

## PROBLEMS FACED BY NURSES

The study identified several major problems faced by nurses:

- Long working hours and overtime duties.
- Physical fatigue and lack of rest.
- Mental stress and emotional exhaustion.
- Difficulty in balancing family responsibilities.
- Lack of proper sleep due to shift work.
- Work overload and pressure from patient care.
- Reduced social and family interaction.
- Health problems caused by continuous stress.

These problems negatively affect both personal life and professional performance of nurses.

## SUGGESTIONS

The following suggestions are provided to improve work-life balance among nurses:

1. Hospitals should introduce flexible working schedules.
2. Proper staffing should be maintained to reduce workload.
3. Nurses should be given adequate rest periods between shifts.
4. Counseling and stress management programs should be conducted regularly.
5. Employee welfare measures and motivational programs should be improved.
6. Family members should provide emotional support to nurses.
7. Recreational and wellness activities should be encouraged in hospitals.
8. Management should maintain proper communication with nurses regarding workplace issues.

These measures can help nurses reduce stress and improve job satisfaction.

## CONCLUSION

Work-life balance is an essential factor for nurses because they perform an important role in the healthcare system. Nurses face several challenges such as long working hours, shift duties, workload pressure, emotional stress, and family responsibilities. These challenges affect their physical health, emotional stability, and professional performance. The study concludes that proper organizational support, stress management practices, family cooperation, and flexible work schedules are necessary for improving work-life balance among nurses. Hospitals should create a healthy and supportive working environment that promotes employee well-being and job satisfaction. Maintaining good work-life balance helps nurses

provide better patient care, improve professional efficiency, and lead a healthy and happy personal life.

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