

A Study on Work Life Balance among Physician in One of the Leading Hospitals, Chennai

Dr. R. Latha¹ Ms. Maragathavalli.S²

¹Assistant Professor ²Student

^{1,2}Department of Hospital Administration

^{1,2}Dr.N.G.P. Arts and Science College, India

Abstract— Work-life balance refers to a person's ability to balance paid work commitments with personal, community, and cultural responsibilities, interests, and obligations. Clark articulated it perfectly (2000), Work-Life Balance is defined as "satisfaction and well-functioning at work and at home with a healthy work-life balance. "As little role conflict as possible". People work for a variety of reasons, including survival and personal fulfilment. If there is no balance between a person's professional and personal lives, it will affect them, dedication to the organisation and performance. Because emotions are always present and if they aren't capable of being managed, they will have an impact on their conduct and eventually on them, if your job is stressful, it will impair your health and people's personal lives. Their personal lives have an impact on their concentration at work and level of dedication to the project, profession, contentment, performance, productivity, and the services they provide to society, such as patient unhappiness with care, doctors not meeting at. As a result, both the service provider and the service taker's quality of life is impacted.

Keywords: Work Life Balance, Personal Satisfaction, Hospital, Doctors

I. INTRODUCTION

A. Definition

Work-life balance is a state of equilibrium in which one's professional and personal obligations are appropriately balanced. A person with a poor work-life balance has more job and home responsibilities, works longer hours, and has less personal time.

"According to the Cambridge dictionary, "the amount of time people spend on their employment relative to the amount of time they spend with their family and doing things they enjoy."

B. For Doctors, Work-Life Balance Is Essential

According to research, it is not only possible, but also necessary: Doctors with unbalanced lives suffer from high rates of burnout, despair, and suicide, with disastrous outcomes. Overworking is detrimental to their health, but finding a work-life balance is also important to their patients: burnt-out doctors are more than twice as likely to make mistakes with their patients! Because of technology improvements, the lines between work and home have blurred dramatically, but this does not have to be a bad thing. Work-life balance, according to many doctors, isn't less likely than in prior years; it just looks different. Even if they bring more work home with them, they are better able to take flexible hours, remote work days, or other strategies to balance their personal and professional lives, resulting in work-life 'integration' rather than balance.

C. Objective of the Study

- To study the work life balance amongst doctors
- To explore the factors influencing work life balance of doctors
- To suggest strategies to improve the work life balance of doctors

II. REVIEW OF LITERATURE

According to T. Narayan Reddy, Roma Chavan, and D. The most important responsibility for any human being, according to Sudarsana Murthy, is to strike a balance between work and life (2021). Those in the service industry, in particular, must pay greater attention to balancing work and personal obligations. Doctors, in particular, must prioritise work-life balance in order to maintain a healthy family life while giving the best possible care to their patients.

According to Emily Pettifor, Charlotte Harman-Jones, Ben Harman-Jones, and M Aamer Sarfraz, junior doctors are infamous for having a poor work-life balance (2021). In this cross-sectional study, we intended to look into the factors that influence their work-life balance and compare it to those who work in nonpsychiatric medical settings. The SWING, an existing questionnaire, was provided to local junior doctors working in both settings. Basic demographic data was also collected.

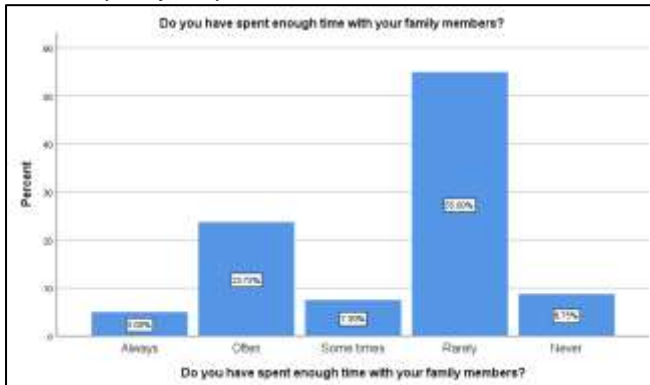
According to Harjot Kaur, Dr. Sarang Narula, the purpose of this study was to investigate work-life balance in the relationship between conflict (work-family conflict) and job satisfaction among female doctors (2020). Confirmatory factor analysis was used to assess the measures' reliability and validity (CFA). SEM was used to investigate the mediating influence of work-life balance on conflict (work-family conflict) and job satisfaction in a sample of 200 female doctors.

III. METHODOLOGY

This is an exploratory study that focuses on the doctors at the chosen hospital and their work-life balance. To acquire data, basic random sampling is employed. There were about 100 doctors at the hospital, and 80 data points were obtained using Morgan's table with 95 percent confidence and 5% error. A questionnaire has been created for this purpose, ensuring that the research questions accurately reflect the researcher's goals and providing the investigation's direction and shape. As a result, the survey instrument is a two-part structured questionnaire. The first section contains demographic questions such as gender, experience, and marital status, while the second that puts the doctors' work-life balance to the test.

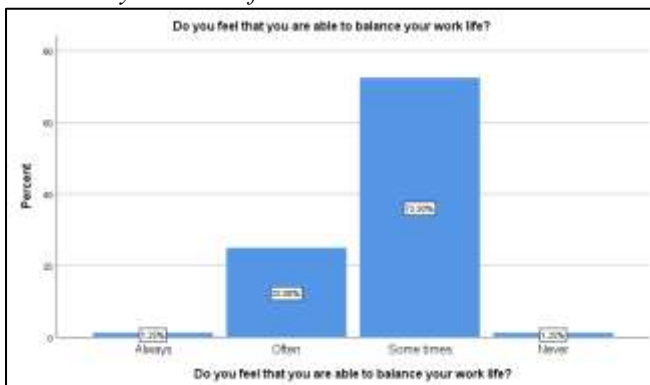
IV. ANALYSIS

1) Chart showing the doctors "Do you have spent enough time with your family members?"



The above table shows that 5% of the respondents have graded as Always, 23.8% of the respondents have graded as Often, 7.5% of the respondents have grade as Sometimes, 55.0% of the respondents have graded as Rarely and 8.8% of the respondents have graded as Never for the question "Do you have spent enough time with your family members?"

2) Chart showing the doctors "Do you feel that you are able to balance your work life?"



The above table shows that 1.3% of the respondents have graded as Always, 25.0% of the respondents have graded as Often, 72.5% of the respondents have grade as Sometimes and 1.3% of the respondents have graded as Never for the question "Do you feel that you are able to balance your work life?"

Table 1: Showing the relationship between spending time with family members and feeling of having work life balance

		Do you have spent enough time with your family members?	Do you feel that you are able to balance your work life?
Do you have spent enough time with your family members?	Pearson Correlation	1	.316
	Sig. (2-tailed)		.004
	N	80	80

Do you feel that you are able to balance your work life?	Pearson Correlation	.316	1
	Sig. (2-tailed)	.004	
	N	80	80

- Null hypothesis (H0): There is no relationship between spending time with family members and feeling of having work life balance.
- Alternative hypothesis (H1): There is relationship between spending time with family members and feeling of having work life balance.

The table above interprets the since, that Pearson correlation value is 0.316 there exist a positive correlation between spending time with family members and feeling of having work life balance. Here the significant value is 0.004 which is lesser than 0.05. Hence, alternative hypothesis (H1) is considered. Therefore, it can be proved that there is positive correlation between spending time with family members and feeling of having work life balance.

V. MAJOR FINDINGS AND RECOMMENDATIONS

According to the above table, 5.0 percent of respondents graded Always, 23.8 percent of respondents graded Often, 7.5 percent of respondents graded Sometimes, 55.0 percent of respondents graded Rarely, and 8.8 percent of respondents graded Never. "Have you spent enough time with your family members?" is the inquiry.

For the question "Do you believe that you are able to balance your work life?" the above table reveals that 1.3 percent of respondents graded Always, 25.0 percent of respondents graded Often, 72.5 percent of respondents graded Sometimes, and 1.3 percent of respondents graded Never.

Among the suggestions are:

- 1) Make time for yourself to care for your physical, mental, and emotional needs.
- 2) Consider working part-time or fewer hours.
- 3) Change your on-call schedule.
- 4) Use telemedicine appointments to supplement in-office hours.
- 5) Take frequent breaks.
- 6) Whenever possible, outsource or assign work.
- 7) No matter where you are, try to be present.
- 8) Every day, take a few seconds to remind yourself of the amazing work you accomplish.

VI. CONCLUSION

Doctors are the backbone of the health-care system, and if their working conditions are favorable, they will deliver excellent care to the public and the country as a whole. Physical and mental stress, personal needs and time management, workload and family support, and the work itself, according to the study, are the key elements that may produce imbalances in the personal and professional life of doctors. The most important predictor of work-life balance and organisation wellness is the doctors' physical and mental stress. Doctors and their organisations are increasingly concerned about striking a fair balance between work and

family commitments. The researcher's recommendations will assist the company in developing a family-friendly policy.

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