



Examining The Influence Of Role Stressors And Work-Life Balance On Job Performance Among Female Nurses In Private Hospitals

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Abstract: This study empirically examines the impact of role stressors and work-life dynamics on job performance among female nurses in private hospitals. Drawing upon role theory and work-life balance frameworks, the research investigates how role stressors influence inter-role conflict, well-being, and job performance, while assessing the mediating function of work-life balance and the moderating effect of workplace support. Using a structured questionnaire, data were collected from female nursing professionals and analyzed through Structural Equation Modeling (SEM). The findings reveal that role stressors significantly increase inter-role conflict, which negatively affects well-being and, in turn, reduces job performance. The association between well-being and performance outcomes is mediated by work-life balance, which shows up as a substantial positive predictor of job performance. Nevertheless, the association between role stressors and inter-role conflict is not substantially mitigated by workplace assistance. The study highlights the importance of fostering supportive workplace policies and promoting healthy work-life practices to enhance nurse performance and well-being.

Keywords: Role Stressors, Inter-role Conflict, Work-life Balance, Workplace Support, Job Performance, Female Nurses

I. INTRODUCTION

Healthcare sector is known for its demanding nature, where professionals like nurses are expected to perform under stressful environments, while maintaining a careful equilibrium between their personal and work lives. However, unique challenges that arise from the intersection of personal and professional lives are mostly faced by the female nurses that accounts to hold the major part in the private hospitals (Saparniene et al., 2023). These challenges mostly occur from the role stressors such as work and family overload that highly impacts their performance at workplace and their overall well-being.

The opportunities for women in healthcare sectors are seen to be booming in both private and public sectors despite of the slowdown in the employment industry (Lin, Zhang & Wang, 2025). In the past, while most companies have been preoccupied with cost-cutting measures, operational reorganizations, the Indian pharmaceutical and healthcare sector is hiring more people. With the installation of several new hospital beds, increased coverage of insurance facilities, deeper penetration of super specialist hospitals, and rising medical tourism, and the industry is expected to grow and create more job opportunities in the coming years (Sarafis et al., 2016). The current trends and expected figures in the healthcare sector indicate a hopeful shift in paradigm.

In India, many women continue to choose careers in nursing. They make up the majority of the front-line workers in the whole healthcare system. Because nurses prefer to work in cities, there are about three times as many of them working in urban regions than there are in rural ones (Broetje, Jenny & Bauer, 2020). However, with all of the difficulties and worries that come with the job, nursing is becoming less and less appealing. There are various critical difficulties faced by the nursing profession, including issues with empowerment, insufficient work environments, low social standing, poor work-life balance (WLB), inadequate welfare measures, and low pay (Selamu et al., 2017).

Work-life balance has become an increasingly researched phenomena within organizations, and especially within human resources, in fields with intense expectations and emotional demands on workers (Kelly, 2020). WLB, in its most basic definition, captures how individuals are able to successfully execute their professional roles with personal and family obligations. In the case of the healthcare system, and nurses in particular, this imbalance tends to be more excessive (Thapa et al., 2022). More than other categories of employees, female nurses experience a double burden of being a professional busy in hospitals and a primary caretaker of a family.

II. REVIEW OF LITERATURE

The changing scenarios forced functional changes among families, disturbed the long-prevailing family structures. The disturbance resulted in the emergence of nuclear and dual-working couple families as an alternative to the traditional joint family structure (Cho et al., 2021). The newly emerged family systems have changed the way the roles and relationships existed in traditional families. These role changes resulted in the emergence of new support systems for discharging the family functions effectively.

Twenty-first centuries industrial and economic developments have resulted in globalization and modernization of Indian industries (Boh et al., 2023). This industrial modernization has increased employment opportunities. These employment opportunities have resulted in more women entering the workforce. Women joining the workforce have changed the structure of the family. Family structure changes impacted both men and women equally (Ikeda, 2019).

New-age workplaces started making greater demands on individuals working with them. Increased work demands left employees with little or no flexibility (Anand & Mitra, 2022). Increased work demands working couples be deprived of spending quality time with their family members, including their children. Family roles and requirements to a large extent are also neglected by most workplaces.

Over the last few years, employment opportunities in private-sector companies have been increasing. These employment opportunities have resulted in more women entering the workforce and have helped them to improve their well-being as well as their family economies (Scheyvens, Banks & Hughes, 2016). With higher education and increased earning capacity, wives have begun to take a more active role in family matters as well. This growing involvement of women in both professional and domestic spheres has given rise to the widespread phenomenon of dual-earning couples in contemporary society.

In response, this research carried out an empirical investigation to accomplish the below-mentioned objectives:

- To identify key stressors faced by female nurses in the private hospitals of Odisha.
- To analyze how workplace support influences the relationship between role stressors and inter role conflict.
- To assess the impact of inter-role conflict on the well-being of female nurses in the private hospitals of Odisha.
- To evaluate the mediating role of work-life balance between well-being and job performance.
- To suggest strategies for improving job performance through enhanced well-being and work life balance.

2.1. Roles Stressors (RS)

Role stressors are defined as the pressures and conflicts individuals' experience which makes it hard to reconcile their professional expectations (Dumas & Sanchez-Burks, 2015). In the case of nurse practitioners and other women in the healthcare sector, these often arise because of the excessive workload, poorly defined roles, and competing expectations from bosses, patients, as well as time constraints (Byrne & Pierce, 2018). Such situations can lead to mental strain, hinder concentration, and cause ineffective performance. Stressed individuals in these environments are likely to experience burnout, emotional exhaustion, and a decline in work satisfaction, which are core to understanding the effectiveness of work in the healthcare system.

2.2. Workplace support (WS)

As the term suggests, workplace support is the emotional, informational, and practical support of colleagues, organizational leaders, and the institution, aimed to help employees respond to their assigned tasks and the challenges that come with them (Sykes, 2015). In nursing, organizational support is more readily available in the form of teamwork, equitable resource allocation, and recognition. Positive workplace support facilitates confidence, lessens pressure, and fosters good mental health (Jin & McDonald, 2017). Such positive workplace support solidifies organizational citizenship behavior in employees, improving their overall job satisfaction and productivity. Lack of support, however, decreases morale, which in turn, role stress and burnout, to less productivity and a high willingness to resign.

2.3. Inter-Role Conflict (IRC)

Inter-role conflict occurs when one role's demands impedes the fulfilling another role, such as balancing professional duties with family responsibilities (Sireno et al., 2020). This conflict usually falls to women, such as the nurses, because of working nights, taking on emotionally taxing work, and having irregular hours. This strain can trigger the nurse vitally under engagement and work frustration. This also impacts divided personal time, the overall conflict, life integration, and job performance (Zhang & Bowen, 2021). This gap emphasizes the need rational and intentional organizational work-flex and policy and schedule structural adjustments.

2.4. Well-being (WB)

Well-being is the overall picture of all the variables of health including physical, mental, and emotional (Zhang & Bowen, 2021). For nurses, the strain of high stress, and demand of the job, and the need to maintain the well-being of profession is high. The supportive work environment, positive culture of the workspace, and rational work stress balance, supportive work structures all lies within high margins. The high stress balance and supportive work structures rational work culture, stress balance and support structures all lies within the high margins. Unrational work, fatigue, absenteeism, and poor effectiveness of performance also worsen the job. Work policy improvement to establish balance will promote the organizational objectives.

2.5. Work life balance (WLB)

Work-life balance entails an individual's capacity to balance their job obligations with personal and family responsibilities (Perreault & Power, 2023). For female nurses, this is particularly difficult due to tenders with extended shifts and unpredictable schedules. Employees need to work and recharge without harming the efficiency of their jobs. A balance ensures that the nurse is satisfied, motivated, and productive. An imbalance tends to result in stress, burnout, and diminishing job performance (Sirgy & Lee, 2018). Employers who understand the need of combining flexible work arrangements with encouraging policies help staff members strike this crucial balance.

2.6. Job Performance (JP)

Job performance is the degree of efficiency and effectiveness with which employees accomplish their responsibilities (Wahjono et al., 2016). It also encompasses how employees meet the goals and objectives of the organization. In healthcare institutions, quality of care, adherence to standards, and effectiveness of teamwork all measure performance of female nurses. Role stressors, job assistance, inter-role conflict, well-being, and work-life balance significantly impact job performance (Ali & Anwar, 2021). A positive environment, explicit role definition, and emotional balance lead to performance. In contrast, work pressure and insufficient support lead to care and productivity deterioration and emphasize the necessity of holistic approaches to management.

2.7. The impact of Role Stressors on Inter-Role Conflict (IRC)

Role stressors impact Inter-role conflicts mainly happens because juggling between work and personal life is difficult. The case of female nurses describes best having to deal with heavy workloads, time stress, and unclear work obligations (Akanji, Mordi & Ajonbadi, 2020). All of these problems contribute to stress that spill over to household and social relations, compromising personal and social interactions and commitments. During heavy work periods, personal commitments and social obligations are abandoned. Thus, emotional frustration and strain is set in, depicting the negative impact of role stress on the inter-role conflicts as the person feels excessive demands on all sides and lose their rational control over the functioning of their work and personal life.

H1: There is a significant relationship between role stressors and inter-role conflict.

2.8. The effect of Inter-Role Conflict on Well-being

The emotional demand is the expiration of feelings of frustration, anxiety, and exhaustion. Working female nurses with unbalanced work and family obligations are the best example. The demands of work and family obligations, on the roles of each and every task, create the pressure (Yamaguchi et al., 2016). The chronic unbalanced state of family obligations and work duties will likely lead to burnout and disengagement. Thus, the unmonitored state of work and family obligations could lead to disengagement of the employee from their task and the work in the overall structure of the organization.

H2: Inter-role conflict has a significant impact on well-being of nurses.

2.9. The association between Well-being and Job-Performance

Well-being significantly impact performance since employees in better mental, physical, and emotional condition prioritize and are more productive and motivated (Chang, 2024). Regarding female nurses, well-being positively affects attention, patient empathy, and the overall efficiency of healthcare delivery. In contrast, the effects of well-being deterioration from fatigue or stress diminish attention, worsen decision making and increase errors and overall work withdrawal (Priya et al., 2023). As a result, organizations see much better job performance and patient outcomes when employee well-being is integrated into workplace practices and programs that focus on the employee's well-being and stress alleviation.

H3: There is a significant relationship between well-being and job performance of nurses.

2.10. The effect of Workplace Support as a moderator in the relationship between Role-Stressors and Inter-role Conflict

Workplace support is a key moderating factor that lessens the detrimental impact of role demands on inter-role conflict. Employees gain greater success in coping with job-related pressure when supervisors and coworkers provide support, diminishing workplace stress spillover into the life (Cooke, Wang & Bartram, 2019). For female nurses, role stress is critically diminished and inter-role conflict is considerably avoided when emotional support, flexible work, and appropriate materials are in place. In brief, workplace support helps stress reduction enough to enable a more equitable distribution of professional and personal obligations.

H4: The association between role pressures and inter-role conflict is moderated by workplace support.

2.11. The relationship between Well-being and Work-life balance

Emotional and psychological well-being depend on striking a balance between job and personal life. Nurses' well-being enables them to perform work duties without personal life stressors getting in the way (Quick, 2021). On the other hand, the well-being state is positively affected by work-life balance as it provides enough time for rest, fun, and family. Well-being and work-life balance exist in a symbiotic relationship as improvement in one directly leads to improvement in the other.

H5: Well-being significantly impacts work-life balance of nurses.

2.12. The effect of Work-life balance on Job Performance

The extent to which work-life balance is achieved directly translates to the efficiency with which an individual performs an assigned job (Mokana et al., 2016). Motivation, satisfaction, and productivity are directly related to the successful integration of personal and work priorities. Balance enables a mentally fatigue-free state and willingness to perform with maximal devotion. Improved work-life balance, and the absence of work-life balance, facilitates negative work behavior, absenteeism, and absence of work (Braun & Peus, 2018). Therefore, there is a beneficial connection between life and work when there are flexible work possibilities and no work policies.

H6: There is a significant effect of work-life balance on job performance.

2.13. The mediating role of Work-life balance in the association between Well-being and Job Performance

Work-life balance is the key mediating variable between well-being and job performance. Well-being improves job performance, but this impact is usually greater when employees maintain a healthy balance between work and other activities (Medina-Garrido, Biedma-Ferrer & Ramos-Rodríguez, 2017). The ability of high well-being to help female nurses manage stress is a significant factor, but a balanced lifestyle can enhance that emotional stability and improve job performance. The absence of a work-life balance, even having high well-being, does not contribute to high performance (Bakar, 2024). Therefore, the balance between the two improves the transfer of well-being and the lower-tier outcomes on the job.

H7: Work-life balance acts as a mediator to well-being and job performance of nurses.

2.14. Proposed Research Model

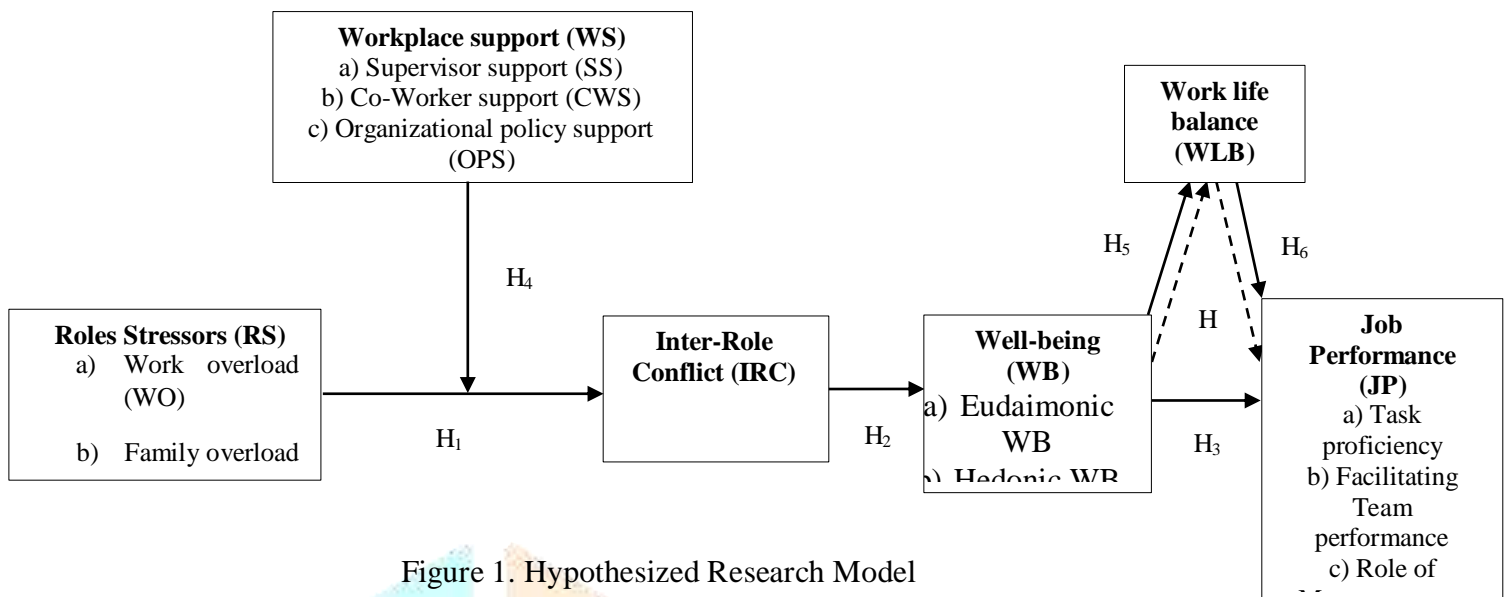


Figure 1. Hypothesized Research Model

III. RESEARCH METHODOLOGY

The research involved opinions of 624 valid questionnaires collected from female nurses in the private hospitals in Odisha. Since providing answers to the questionnaire was voluntary, ethical considerations as well as data reliability were observed. The research utilized pre-tested questionnaires which were developed by modifying some items in previous studies in accordance with the study's goals. The understood constructs included the following: role-stressors, workplace support, inter-role conflict, well-being, work-life balance, job performance, and some socio-demographic information about the respondents. To make sure that respondents understood the questions and did not make mistakes, the survey instrument was tested on a small sample of the target demographic. In the first step, the collected data were examined for the normal distribution and the reliability. Once these conditions were satisfied, inter-construct relations were tested with covariance based structural equation modelling using IBM SPSS (Ver 22). The results were in turn compared with past research studies giving greater focus to the novel contributions of the work and increasing the knowledge base on entrepreneurial finance and management.

IV. RESULTS AND DISCUSSION

Cronbach's Alpha scores for each construct that evaluates the internal consistency and the accuracy of the measurements of the various scales employed in the research are displayed in Table 1. Cronbach's Alpha evaluates the extent to which a collection of items evaluates a single latent construct and indicates reliability, with values greater than 0.70 being acceptable in research. All the values for each construct are to a great extent above the 0.70 threshold, proving that the different measurements have a high degree of internal consistency and dependability.

Role Stressors (RS) received a Cronbach's Alpha value of 0.771, indicating that reliability was satisfactory for the four items of consistently measuring the sources of stress and pressure that female nurses face with their professions. That respondents were reliable on perceptions of role overload, ambiguity, and conflict was very likely in the work environment.

Workplace Support (WS) scores the highest value of 0.919 stating that reliability of the components for that construct was excellent and internal consistency was also very high. This indicates that the measures of organizational, supervisory, and peer support that the nurses received were strongly interrelated. This result demonstrates that nurses collectively acknowledge the importance of a nurturing workplace in relation to performance and stress in the workplace.

Inter-role Conflict (IRC) shows a reliable score of 0.889 which reflects the four items used to gauge the conflict nurses encounter between work and family roles. Such consistency suggests respondents view inter-

role conflict as a tension issue clearly defined and widely experienced. Total Well-being (WB) construct indicates respondents' mental, emotional and physical health reflects sample WBs as 0.906 which suggests excellent reliability.

Work-life Balance (WLB) construct indicates Cronbach's Alpha of 0.821 signifies the four items used to assess respondents balance and interrelationship between their private and work lives. This indicates respondents' experiences consistency time management and work-home balance. Lastly, Job Performance (JP) reliability score of 0.893 illustrates the five items continuously captures and indicates performance outcomes relating to productivity, efficiency and quality of care.

Table 1. Cronbach's values for the items

Items	N of Items	Cronbach's Alpha
Role Stressors (RS)	4	0.771
Workplace Support (WS)	5	0.919
Inter-role Conflict (IRC)	4	0.889
Well-being (WB)	4	0.906
Work -life Balance (WLB)	4	0.821
Job Performance (JP)	5	0.893

The findings of the validity and construct reliability analyses with reference to the measurement model are presented in Table 2. This model determines the efficacy of the observed variables in reflecting their respective latent constructs. Some of the key indicators are Standardized Factor Loadings (SFL), Composite Reliability (CR), and Average Variance Extracted (AVE). Together, all these metrics evaluate internal consistency, convergent validity, and the measurement model's overall soundness. The validity of the constructs can be ascertained if the factor loadings exceed 0.70, the CR values are above 0.70, and the AVE exceeds 0.50, according to age-old standards.

In particular, for the construct Role Stressors (RS), the factor loadings of the four measurement items correlate quite well with each other, falling within the 0.705 to 0.868 range. Having a Composite Reliability (CR) of 0.852, and AVE of 0.592, the results converged sufficient reliability, and we confirm adequate convergent validity on the items that measure the perceived stress and pressures nurses experience in their work roles.

Regarding Workplace Support (WS), the validity measures are also quite strong with values ranging from 0.844-0.886 with a CR of 0.939 and an AVE of 0.756. Such values would mean the measures are reliable and valid. This also means the measures for workplace support adequately and faithfully capture the perceived assistance and support offered by the organization and peers.

With respect to the construct Inter-Role Conflict (IRC), strong item loadings of 0.838-0.88 were also witnessed with a CR of 0.923 and an AVE of 0.751. Such measures would also mean excellent internal consistency and in turn strong convergent validity. This therefore confirms the items sufficiently capture the construct where work and family demands, particularly for female nurses, interfere with each other.

For Well-being (WB) the factor loadings attain high benchmarks (ranging from 0.869 to 0.89) with a CR of 0.934 and an AVE of 0.78. For WB this represents excellent construct reliability and validity. This is indicative that the four indicators represent well the psychological, emotional, and physical well-being of nurses. Evidence suggests that the items are coherent and well represent the construct (Work-life Balance) as the items represent the nurses' ability to integrate professional and personal spheres. This is evidenced with the WLB CR of 0.879 and an AVE of 0.645, which are well above acceptable thresholds, as are the factor loadings (0.751 to 0.831).

Finally, the Job Performance (JP) construct exhibits equally strong convergent validity as evidenced by the factor loadings of 0.778 to 0.888 as well as an AVE of 0.697 and CR of 0.92. This validates that the indicators measure with high reliability the constructs of the productivity, efficiency and performance of results that comprise the overall performance of nurses.

Table 2. Construct Reliability and Validity of the Measurement Model

Construct	Measurement item	Std. factor loadings	Composite Reliability	Average variance extracted
Role Stressors (RS)	RS1	0.705	0.852	0.592
	RS2	0.784		
	RS3	0.868		
	RS4	0.708		
Workplace Support (WS)	WS1	0.868	0.939	0.756
	WS2	0.87		
	WS3	0.886		
	WS4	0.881		
	WS5	0.844		
Inter-role Conflict (IRC)	IRC1	0.88	0.923	0.751
	IRC2	0.871		
	IRC3	0.877		
	IRC4	0.838		
Well-being (WB)	WB1	0.884	0.934	0.78
	WB2	0.869		
	WB3	0.89		
	WB4	0.89		
Work -life Balance (WLB)	WLB1	0.799	0.879	0.645
	WLB2	0.751		
	WLB3	0.831		
	WLB4	0.828		
Job Performance (JP)	JP1	0.778	0.92	0.697
	JP2	0.801		
	JP3	0.888		
	JP4	0.865		
	JP5	0.838		

The results of the results of the Fornell-Larcker Criterion Matrix are reported in Table 3. This method assesses the discriminant validity of the constructs included in the study. Discriminant validity is the term used when the constructs in the model are sufficiently distinct and do not measure the same thing closely or excessively. In determining this cases, the Fornell-Larcker Criterion states that the square root of the variance extracted (AVE) of the construct should be greater than the correlation coefficients of that construct and all other constructs.

The values presented in the diagonal positions of the matrix are the square root of the AVE of each construct, these are as follows: Inter-role Conflict (0.867), Job Performance (0.835), Role Stressors (0.769), Workplace Support (0.870), Well-being (0.883), and Work-life Balance (0.803). Each of these values is higher than the values in the row and column of the correlation table, confirming that the discriminant validity of the constructs is indeed achieved. This means that the constructs measure different components of the overall model and are not capturing the same phenomenon as other constructs.

Workplace Support has moderate correlations with Job Performance (0.547) and Work-life Balance (0.594). This indicates that supportive environments achieve employee balance and performance, but these variables are still distinct. Role Stressors has correlations with Job Performance (0.353) and Work-life Balance (0.357) which suggests the impact stress has on these variables, but still, no excessive congruence. Inter-role conflict has moderate relationships with Work-life Balance (0.406) and Role Stressors (0.328) which indicates the relationships of work stress, conflict, and balance are interconnected but still independent.

There is strong discriminant validity which highlights that each of the variables - Role Stressors, Inter-role Conflict, Workplace Support, Well-being, Work-life Balance, and Job Performance - are defined and distinct theoretical constituents within the model. The identified ties between these constructs are meaningful but not

in a redundant manner, which suggests that the forthcoming results of structural equation modeling (SEM) are valid and can be interpreted. The correlations identifying Workplace Support, Work-life Balance and Job Performance are linked, showing the importance of supportive work environments which is shown in the balance and performance outcomes, especially for female nurses working in private hospitals in Odisha.

Table 3. Fornell-Larcker Criterion Matrix for Discriminant Validity Assessment

Constructs	Inter-role Conflict	Job Performance	Role Stressors	Workplace Support (WS)	Well Being	Work Life Balance
Inter-role Conflict	0.867					
Job Performance	0.311	0.835				
Role Stressors	0.328	0.353	0.769			
Workplace Support (WS)	0.372	0.547	0.255	0.870		
Well Being	0.249	0.234	0.247	0.294	0.883	
Work Life Balance	0.406	0.393	0.357	0.594	0.230	0.803

The results of hypothesis testing can be found in Table 4, and it contains the estimated path coefficients, p-values, and outcomes for the relationships proposed between the different constructs. These results also shed light on the interface of role stressors, inter-role conflict, and employee well-being, work-life balance, workplace support, and job performance in the context of private hospital nursing in Odisha.

The results indicate that Role Stressors (RS) positively and significantly affects Inter-role Conflict (IRC) (estimate = 0.286, $p = 0.000$). This means that job stress and conflict make it more difficult for the nurse to balance the demands of the job and the responsibilities of the family. Work-life pressures must be balanced carefully to minimize inter-role conflict.

In the same line, Inter-role Conflict negatively affects Well-being (WB) and the relationship is statistically significant (estimate = 0.249, $p = 0.000$). This means that the inability of the nurse to juggle work and family responsibilities has a direct impact on the emotional and psychological dimensions of her well-being. Frustration that results from the conflict lowers satisfaction and energy, thereby diminishing overall well-being.

The estimate of the influence of Well-Being on Job Performance (JP) is positive and statistically significant (estimate = 0.152, $p = 0.000$). This means that nurses who enjoy better mental and physical health are more effective in performing their work. Health-related factors, especially the emotional health indicators of job satisfaction and stress, translate into higher levels of output and increased performance and quality of care in motivated hands.

Nevertheless, the moderation of Workplace Support (WS) on the relationship of Role Stressors and Inter-role Conflict (estimate = 0.121, $p = 0.203$) is not statistically significant. This means workplace support may be helpful, but in this situation, there is no significant influence on the direct negative impact of role stressors on inter-role conflict. This could be due to more systemic components, such as intensity of the workload and the number of staff, rather than interpersonal or managerial support to be provided at the relationship level.

Positive Well-Being affects Work-life Balance (WLB) (estimate = 0.230, $p = 0.000$). This means that the nurses with greater Well-Being are more likely to achieve a stronger balance between work and their personal life. Health and emotional strength allow the disproportionate pressure of demands in the workplace to not affect the family side of their life.

To conclude, Work-life Balance has a strong effect on Job Performance, positively and significantly (est. = 0.359, $p = 0.000$). This means that nurses who succeed in juggling their dual roles are more efficient, experience less burnout, and are more committed to their job responsibilities. Role stress is the source of conflict that cuts well-being and performance indirectly, while well-being and balance specifically work-life are important positive outcome facilitators on the job. The lack of significance regarding the moderation of workplace support implies that while a positive workplace is supportive in the approach and mentality, there should be more practical workplace objectives, such as appropriate workload management, staffing, and flexibility in schedules.

To conclude, it is the inter-role conflict stress, coupled with the improvement of well-being and balance, that is the necessary approach to enable better job performance from these nurses. All private hospitals in Odisha should embrace the more complete, psychologically, supportive design in conjunction with the managerial support and adjustment of workload to maintain nurse efficiency and satisfaction.

Table 4. Hypothesis testing results

Relationship	Estimates	P Values	Decision
H1: Role Stressors → Inter-role Conflict	0.286	0.000	Supported
H2: Inter-role Conflict → Well Being	0.249	0.000	Supported
H3: Well-Being → Job Performance	0.152	0.000	Supported
H4: WS × Role Stressors → Inter-role Conflict	0.121	0.203	Not Supported
H5: Well-Being → Work Life Balance	0.230	0.000	Supported
H6: Work Life Balance → Job Performance	0.359	0.000	Supported

The connections and relationships among the key constructs consisting of Role Stressors (RS), Inter-role Conflict (IRC), Well-being (WB), Work-life Balance (WLB), Job Performance (JP), and Workplace Support (WS) are presented in structural form in Figure 2. The model indicates the extent of impact Role Stressors have on Inter-role Conflict is positively significant ($\beta = 0.286$) providing evidence that the greater the stress within a person's role, the more inter-role conflict will occur. It is suggested that situations in which employees' workloads are hectic or their roles are ambiguous will create even more difficulty in the work-life balance crossover or in the maintenance of conflict. Construct RS1 to RS4 all strongly loaded on the construct and are within the reliability measures of good scope.

The model also demonstrates that Inter-role Conflict negatively and significantly affects Well-being ($\beta = 0.249$), suggesting that the more inter-role conflict one has, the less well one will be. Construct validity was also confirmed for the Well-being measurement items as Well-being positively affects Job Performance ($\beta = 0.152$). Well-being and Work-life Balance also positively affect each other ($\beta = 0.230$), suggesting that greater well-being enables employees to attain a more desirable balance across their personal and professional lives. Besides, Work-life balance yields the highest impact on Job Performance ($\beta = 0.359$), suggesting that individuals who can successfully compartmentalize their work and personal responsibilities tend to be more productive, attentive, and loyal toward their obligations.

The moderating path from Workplace Support (WS) to the relationship between Role Stressors and Inter-role Conflict shows a non-significant coefficient ($\beta = 0.121$). This indicates that while workplace support improves the morale of employees, it does little to soften the impact of role stressors on inter-role conflict within this sample. The strong perceptions of workplace support, as measured by their high loadings (0.844-0.886), suggest that respondents saw strong internal consistency across the measures.

A consistent chain of relationships suggests that role stress is one of the first predictors of inter-role conflict, which subsequently lowers well-being and affects job performance. The balance between work and personal life becomes a highly important mediating factor that improves job results when the well-being of the worker is elevated. While it was believed that the support from the workplace would mitigate the consequences of stress, the lack of significance in this role indicates that the organizational policies and systems of support may be too weak or out of strategic alignment with the employee.

In conclusion, the model represents empirical confirmation of the theoretical framework. The model clearly states that the key to promoting employee well-being and increasing the effectiveness of their work is to alleviate role stressors and bolster the mechanisms of work-life balance, especially in the high-stress healthcare sector, such as nursing.

This study examines the interactions between role stressors, inter-role conflict, well-being, work-life balance, and job performance. It specifically targets female nurses in private hospitals, Odisha. The result showed that role stressors include job overload, ambiguity, and the clash of expectations, which ultimately decrements the role balancing. This aligns with claims of previous studies on the healthcare sector that role overload, ambiguity, and conflict are the greatest contributors to the stress. The findings also revealed the adverse psychological impact of multiple role scenarios, particularly with emotional exhaustion, stress, and inter-role conflict.

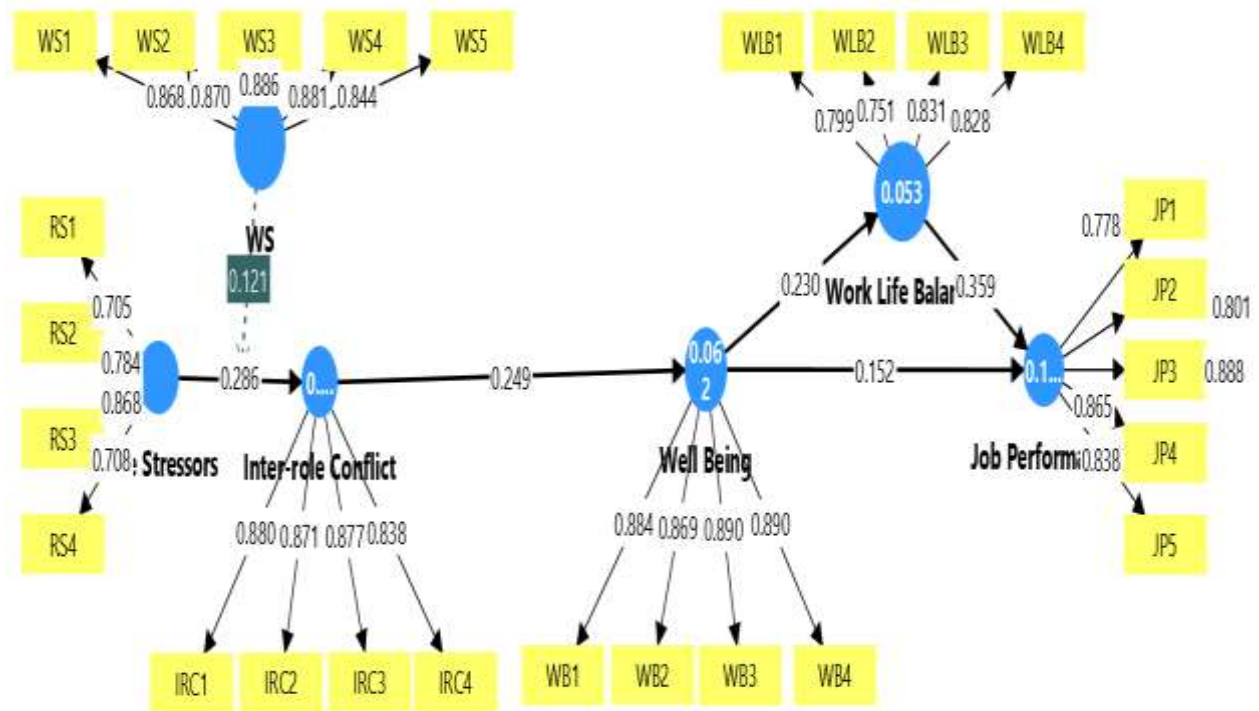


Figure 2. Structural Model with Path Coefficients

The study's conclusions provide insight into the complex connections between female nurses' job performance, work-life balance, well-being, role stresses, and inter-role conflict in private hospitals. The results confirm that role stressors significantly increase inter-role conflict, highlighting that excessive workload, role ambiguity, and competing demands at work often lead to psychological strain. These stressors make it challenging for nurses to maintain equilibrium between professional and personal roles. The results are consistent with existing research that suggests workplace stress and unclear job expectations are major contributors to inter-role tension and emotional fatigue in healthcare professionals.

The study establishes that inter-role conflict negatively influences well-being, implying that conflict between professional and personal life adversely affects mental and emotional health. Furthermore, well-being positively impacts job performance, reinforcing the notion that emotionally stable and mentally healthy nurses tend to perform better and show higher job satisfaction. Additionally, the analysis highlights the importance of work-life balance as a mediator between performance results and well-being, showing that it has the biggest positive impact on job performance. However, the moderating effect of workplace support on the relationship between role stressors and inter-role conflict was found to be statistically insignificant, suggesting that existing support systems in hospitals may not be sufficient to mitigate stress effectively.

There are important theoretical and managerial ramifications to these findings. The study theoretically adds to the expanding corpus of research on role theory and occupational stress by confirming the importance of wellbeing and work-life balance in influencing job performance. From a managerial perspective, the findings underscore the need for hospital administrators to create effective stress management programs, clarify job roles, and promote flexible work arrangements to help nurses manage competing demands. Additionally, strengthening workplace support through mentoring, counseling, and recognition systems can enhance employee morale and retention. A supportive and empathetic work environment is essential for fostering better work-life integration among nursing professionals.

In conclusion, the study highlights that role stressors are a primary cause of inter-role conflict, which subsequently diminishes employee well-being and job performance. While workplace support did not significantly moderate these relationships, work-life balance emerged as a key factor in enhancing both well-being and performance. The findings emphasize the need for healthcare institutions to develop holistic policies that prioritize employee welfare and psychological safety. Future research can explore these relationships across public healthcare settings and other service sectors, employing longitudinal methods to assess long-term effects. Overall, the study underscores that nurturing a balanced, supportive, and stress-resilient workplace is crucial for improving the performance and well-being of female nurses.

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