



Work-Life Balance Of Doctors In Health Care Sector: A Paradigm

Dr. H S. ABZAL BASHA^{1*}

Mrs. N. RAJITHA^{2**}

Ms. G. SAI ALAIKYA^{3***}

Assistant Professor, Assistant Professor, MBA Student

Department of Management Studies,

G. Pullaiah College of Engineering and Technology (Autonomous), Kurnool-518002, Andhra Pradesh,
India

*"You will never feel truly satisfied by work
Until you are satisfied by life" - [Heather Schuck](#)*

Abstract: Today, we live and work in a dynamic environment that continually asks every one of us to know more, do more, and be more; at the end of the day, something gets left behind. In the process of getting extra mileage in the professional life, a lot of compromise and sometimes mental peace is also getting distorted. All these factors give importance to the "WORK LIFE BALANCE" concept in Indian Healthcare Sector; especially to DOCTORS. The doctors, busy professionals 24/7, must strive hard to deal with work and life pressure. Individuals who maintain a better work-life balance will achieve success in both their Personal and Professional lives. The present study is an endeavor to examine and analyze the work-life balance of doctors in select Private Hospitals in the Kurnool City, Andhra Pradesh. A survey was conducted for respondents in the Kurnool region, and 189 doctors participated. A well-structured questionnaire was distributed to collect primary data from the doctors. The gathered data was analyzed and interpreted with the help of SPSS 27 by applying appropriate tools. The research findings unveil a moderate work-life balance among doctors in the region, with a considerable percentage of respondents indicating they are truly satisfied on both ends of life, i.e., professional and personal.

Index Terms - Work-life balance, Doctor, Health Care, Personal, Professional lives.

I. INTRODUCTION

Maintaining a balance between one's personal and professional life has become a prominent topic in the society. The linkage between work and family emerged as a distinct area of research in 1960's and 1970's. The expression WORK LIFE BALANCE was first used in middle of 1970's to describe the balance between an individual work and personal life. Over 30 years ago KANTER (1997) opined about the "myth of separate world" and called attention to the reality that work and home are inescapably linked.

By 1980's, it was widely acknowledged that work and family are interrelated domains. It was even agreed that competing demands of work and life, conflict between the dominos arises for most employees. Around a decade-and-a half ago for corporate India's managers, work was work and life was life. This was due to the post liberalization which removed a number of barriers like trade barriers, increase in communication networks, internet commerce and many more.

Drastic change came in traditional economics like India when women started entering the work force this changed the entire situation in labour markets. The employees, government and organization had to face fresh challenges regularly. The work load and long working hours led to low family involvement, stress,

depression, divorces and several health problems. All this progress has been the tremendous imbalance in the work life patterns in certain professions with stress forming an intrinsic part of the job.

II. CONCEPT AND DEFINITIONS OF WORK LIFE BALANCE:

Work life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands of the work place. Work life balance acts as a coin with faces like achievement and enjoyment. Achievement comes when employee gets a better income, new house and career development in organization, whereas, enjoyment comes through employees pride, satisfaction, love, sense of well being, celebration. If there is imbalance between these two faces definitely it has negative impact on the employee.

“The relationship between the amount of time and effort that someone gives to work and the amount that they give to other aspects of life, such as their family”

“work life balance is a concept including proper prioritizing between “work” (career and ambition) and “lifestyle” (health, pleasure, leisure, family).this related to the of lifestyle choice.

NEED AND SIGNIFICANCE OF THE STUDY:

Today, we are living in a society where doctors are treating like the “GODs”, because, they are resolving our health problems, providing suggestions and giving revitalization to our personal lives. A balanced life is one where doctors can maintain equilibrium between their professional and personal lives. When personal and professional work-life will not properly controlled and handled, the outcome is failure of both personal and professional.

The individuals who makes a better balance among work and life they will get success in both Personal and Professional life. The need for Work life Balance gained a greater importance in service-oriented institutions especially in Health Care Services. Hence, an effort has been going to made to conduct a study on Doctors Work life Balance.

THE KEY AREAS OF IMPORTANCE IN OUR LIFE ARE:

1. Family: Care, selflessness and parenting are the part of family life. Every day we need to deal with various aspects and situation and with mess and confusion. This gives to rise a question “who finds time to care for whom?”

Often small misunderstanding takes place leading to feel as unloved and react accordingly. So, the individual's should be sufficiently deep and elastic not only with their jobs but also towards their families.

2. Friendship: It is a combination of affection, tolerance and patience as well as sense of consistency in times struggle and difference. Due to heavy work load and imbalance of work life balance, often this relation suffers. According to a survey it is said that people are seeing less of their best friends. Yet, as the extended family gets to be geographically more and more challenged, our friendships become increasingly relevant to our circle of mutual nurture and support.

3. Community: Individual is directly or indirectly related to a community and communities depend upon individuals to gain their participation, time and energy. Whatever an individual gives to community he gets the same in return in terms of experience and joy. Thus, if individuals lose work life balance then the many activities through which neighbourhood and locality are expressed are marginalised. If the issues of work life balance as a society are not addressed then one has to suffer from great threat which is loneliness.

SCOPE OF THE STUDY:

The scope of the research is confined to explore the extent of interrelation between the work life balance of doctors and its impact on their personal and professional lives with reference to Kurnool City only. Further, the study trying to identify the factors which influence the work life balance of doctors.

And, moreover, the scope of the research will be extended to make a detailed study among, working hours, support from colleagues, impact of work on home and impact of home on work. Hence, it is highly interesting and valuable to make a study.

Key Elements:

- ❖ Working hours,
- ❖ Support from colleagues/Peers/Superiors and Hospital Management,
- ❖ Impact of work on home and
- ❖ Impact of home on work.

OBJECTIVES OF THE STUDY:

1. To study the impact of work life balance on Doctors performance in Kurnool City.
2. To identify the factors which influence doctors' personal and professional lives?
3. To examine the how doctors will create a balance at work and at home.
4. To analyze the role of resources provided by hospitals to the doctor to balance their work life.
5. To provide suitable suggestions to the doctors based on the research findings.

Hypotheses

- ✓ **H₁:** There is a significant relationship between work life balance and performance of the doctors.
- ✓ **H₂:** There is a significant relationship between personal and professional lives of the doctors.

III. RESEARCH DESIGN AND METHODOLOGY

The present study is an exploratory research in nature. The descriptive research technique is used for describing the present work life balance scenario of doctors. The core objective of this research is to critically analyze the current work life balance practices, to develop the new model, and to suggest various ways to improve overall in the performance of doctors.

3.1 Sources of Data: For the present study, the data has been gathered from both primary and secondary sources. The primary data has been collected by administrating a well designed structured questionnaire and personal interviews from doctors in Kurnool City. The secondary data has been gathered from Internet, books, research articles, survey reports, newsletters, various journals and magazines.

Sampling Population: The sample universe is the doctors working in Kurnool City.

Sample Frame work: Parameters for this study doctors working in private hospitals.

Sampling Unit: Select 6 major Hospitals of the Kurnool City; viz., Amealio, Balaji, Gowri Gopal, KIMS, Omni, and Medicoover Hospitals

Sample Size: 189

3.2 Sampling Technique: The sampling method adopted for this study is non-probability Purposive Sampling method to collect the data from the doctors.

3.3 Data Collection Instruments: Questionnaire method was adopted to collect the primary data from the respondents. A well designed structured questionnaire was administered among the select doctors.

3.4 Statistical tolls and techniques: The present study is a qualitative analysis of the responses and results based on scheduled interviews with doctors. The collected data is analyzed and interpreted based on Weighted Averages, Mean and Correlation coefficient analysis with the aid of SPSS-27 Version.

3.5 Field Work: The fieldwork on the study started during October 2024 and continued up to December 2024. The data was collected from the 6 major Hospitals of the Kurnool City; viz., Amealio, Balaji, Gowri Gopal, KIMS, Omni, and Medicoover Hospitals in Kurnool.

Limitations of the study

1. The study is confined only to doctors of select Hospitals in Kurnool City only.
2. The results of the study cannot be generalized to other professionals like, Nurses and other supporting staff.
3. The accuracy of given information is merely based on the response of the respondents.

Table- 1: Demographic Profile of Selected Doctors

Demographic Aspects		Details of the Respondents	
		No of Respondents	Frequency (%)
Gender wise details	Male	138	73.0%
	Female	51	26.98%
	Total	189	100%
Marital Status	Married	174	92.06%
	Unmarried	15	7.93%
	Total	189	100%
Experience	0-5 years	45	23.8
	6-10 years	42	22.22
	11-15 years	45	23.80

	15 years and above	57	30.15
Total		189	100%

Source: Primary data

Table-1 exhibits the response rate for the gender, marital status and experience of selected Doctors in Kurnool City. In the present study, it has been observed that majority of doctors are male. In terms of the marital status majority of doctors are married. And, it is also found that as in the terms of experience majority of them are having 15 years and above experience.

Table- 2: Work life balance and its Results

S.No.	Statements	Percentage	Means
1	Do you feel are able to balance your work life?	90.47	4.50
2	Are you satisfied with your present working hours?	88.8	4.44
3	Do you have any chance (flexi time) to shuffle your duties with others?	53.9	2.69
4	Is your opinion being asked before changes are made in working schedule?	66.6	3.33
5	Do you prefer to work for long hours (or) over time (or) even on holidays?	30.15	1.50
6	Are you receiving support from your peers, supervisors, and management?	85.7	4.28
7	Do you miss out quality time with your family because of pressure of work?	23.8	1.19
8	Is there any impact of your professional work on home?	30.15	1.50
9	Do you think there is impact of home on work?	23.80	1.19

Source: Primary Data

Table-2 portrays the weighted average responses of the statements for the work life balance and its results. The table above discloses the measures of both personal and professional issues of doctors' and its impact on work life balance. From the above table, it is very clear that majority of the doctors are able to balance their work life and they have the chance to control work schedules. And also they got the support from family, peers, superiors and management.

Table- 3: The effect of Professional life on Personal life?

S.No	Opinion	Number of Respondents	Frequency(%)
1	Feel tired	63	33.33%
2	Household activities	49	25.95%
3	Personal relationship	21	11.11%
4	Care towards children	56	29.62%
	Total	189	100%

Source: Primary Data

Table- 4: Impact of work at Home on work at Hospital?

S.No	Opinion	Number of Respondents	Frequency(%)
1	Responsibility at home	80	42.32%
2	Personal/family problems	40	21.16%
3	Stress at home	40	21.16%
4	Social responsibilities	29	15.34%

	Total	189	100%
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Source: Primary Data

Table-5: Factor that motivates Doctors to work?

S.No	Opinion	Number of Respondents	Frequency(%)
1	Personal satisfaction	124	65.60%
2	Financial independence	27	14.28%
3	Support from family	11	5.82%
4	Constructive utilization of time	18	9.52%
5	Any other: specify:	09	4.76%
	Total	189	100%

Source: Primary Data

Table- 6: Correlation Coefficient B/w WLB-Doctors Performance

	Variables	Work life Balance	Doctors Performance
Work life Balance	Pearson Correlation	1	0.086**
	Sig. (2-Tailed)		0.000
	N	189	189
Doctors Performance	Pearson Correlation	0.086**	1
	Sig. (2-Tailed)	0.000	
	N	189	189

** . Correlation is significant at the 0.01 Level (2-Tailed).

Source: Primary data

Table- 7: Correlation Coefficient B/w Personal-Professional Life

	Variables	Personal Life	Professional Life
Personal Life	Pearson Correlation	1	0.072**
	Sig. (2-Tailed)		0.000
	N	189	189
Professional Life	Pearson Correlation	0.072**	1
	Sig. (2-Tailed)	0.000	
	N	189	189

** . Correlation is significant at the 0.01 Level (2-Tailed).

Source: Primary data

CONCLUSION

Work life balance though seems to be simple concept yet difficult to implement. Proper plan and equal importance to both professional and personal life can help to lead a balanced work life. The study presents that majority of doctors in Kurnool city are satisfied with their work life and feel that support from family and staff is acting as supporting hand. So, this can be concluded that doctors have proper work life balance.

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