

“Work life imbalance impact on job performance among clinical & non clinical staff at SNMH”

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Abstract

This study is basically for assessing the prevalence of work life among Employees of Healthcare Sector. The purpose is also to present and discuss specifically the problems healthcare sector employees' face in the process of balancing their work and family life. The conflicts between competing work demands and personal and family needs seem to be the most probable reason for this scenario of work-life conflicts. Therefore, the concept of WLB, along with its implications, is a core issue that must be investigated as the number of employees is on the rise and the problems, they face because of it is without doubt quite serious. This study is proposed to examine the effect of long working hours, caring responsibilities or other potential workplace or family determinants on the work life balance and its impact on job satisfaction of Employees of Sahyadri Narayana Multispecialty Hospital, Shivamogga

1. INTRODUCTION

Work Life Balance (WLB) is a widely studied phenomenon in organizational literature that over the past few decades, has tried to identify the various ways in which work and private life affect each other. Furthermore, it represents a new approach to human resource management policies intended to encourage the creation of a substantial balance between employees working and private life. Specifically, this approach has developed in response to recent socio demographic changes that have profoundly changed now a day's society and labor market; in particular, increase number of working women, the growing figures of families in which both spouses work, major changes in the traditional family unit, and the progressive aging of the population. All these considerations between work and private life. This need is accompanied by radical changes in values and importance that people attribute to their job. Along with a greater involvement of men in family responsibilities. As a result, work life balance is a requirement that actually covers all categories of workers, regardless of gender, age or employment status.

1.1 Industry Profile

Indian health care industry growth story is moving ahead neck to neck with the pharmaceutical industry & the software industry of the nation. There has been much done in the health care sector for bringing the improvement like till date, approximately 12% of the scope offered by the industry has been tapped. In the years to come the health care industry in India is reckoned to be the engine of the Indian economy. Today the Health care industry in India is worth \$17 billion and there are anticipation & expectation of it to grow by 13% every year. The health care sector consists of health care instruments, health care in the retail market, hospitals enrolled to the hospital networks. etc. Indian healthcare Industries include systems like Ayurveda and homeopathy which are increasingly gaining prominence overseas. Another major area for investment in India is the research industry of the Health Care. In India there are tremendous prospects with a huge talent pool and the rise of biotechnology and bioinformatics. India is a rising and expanding destination for medical tourism. With affordable medical expenses and a sound technology in place goes good with the growing sector which would be bode well for the healthcare industry in India.

1.2 Company Profile

Sahyadri Narayana Multispecialty Hospital is a NABH & NABL Accredited tertiary care hospital in Central Part of Karnataka Majorly covering Shimoga, Chikmagalur, Chitradurga, Davangere and parts of Haveri, Hassan and Uttara Kannada with equipped advanced medical technology and world-class facilities. The hospital caters to the healthcare needs of the people of Central Karnataka.

2. LITERATURE REVIEW

1. P. Varanasi S. Ahmad (2010), said that work-life balance is important for the maintenance of workers and reasonable hierarchical performance and development. Human capital is imperative for the timely treatment and level of development of patients and their services. It is anything but difficult to buy innovation but no willingness to serve the needy and medical experts in the country face a moral problem with regard to work-life parity and feel worried at work. This will have a fair and square negative impact on the development of patients and their services.

2. Browne, Patricia (2012), stated that nurses are the largest gathering of recruited and monitored experts in the wellness workforce of any country and are generally perceived to be important for organizing services "(WHO: 2002). The fundamental point of any administration of well-being is to guarantee sufficient, effective and quality treatment of patients. The exploration will seek to examine whether, using strategies and practices of HRM who promote a good work-life balance, nurses have a progressively positive work environment

3. Muhamad Khalil Omar, Azzarina Zakaria (2012), said that work and life were the subject of discussion among scholastics, experts and strategy-makers due to the growing concern for the

sustainable improvement of social and human capital . An examination relating to their capacity to adapt their professional and non-professional life must for all intents and purposes be hypothesized and it is necessary to discover how these equalizations would influence their general achievement in terms of employment. Therefore, this review aims to determine the degree of work-life parity and professional achievement and their links between representatives of medical service associations in Malaysia.

4. Kathleen Mullen, (2015), stated that, like most specialists, caregivers are faced with the test of matching work demands and achievements with those in their private lives. Clinic pioneers can encourage a better work-life balance (WLB) for medical clinic attendants by using devices that are already installed. Likewise, caregivers can use their knowledge and assets to feed the attendant indoors, which can significantly improve their WLB experience, without the demands of their work environment. Most clinics provide care to weakened patients who have little regard for their ability to pay. However, as caregivers know, clinics emergency must create income to continue operating. length of stay of the patient, industry rules for confirmation rules, re-admission to the emergency clinic, the medical clinic won't ill,

5. Raga Sudha Addagabottu, Dr NagarajuBattu (2015),stated that careers in medication generally require careful emphasis on thinking about their patients from time to time to the detriment of their marriage, their children and their individual lives. Such a tilted center worked all the more effectively in the past since most doctors were by far men. As a doctor / nurse and a single mother of four, it is remarkable that this tends to be done effectively, but women doctors and nurses face many difficulties in adjusting their different jobs as doctors, nurses, mother and comrade

6. Viveka Marie. G (2015),said workers are embarrassed when trying to adjust their work and family life. The personal services sector is an area of intrigue, as moving work, in particular night work, overtime puts a lot of weight on medical assistants, both expertly and individually. Government aid programs arranged for family prosperity have been launched by employers in India, which has raised concerns since industrialization. Either way, strategies and practices are best suited for use in the programming and administrative divisions.

7. K. Thriveni Kumari (2015)stated that work-life balance has been given more consideration because of the explanation that a person's professional and individual life may present conflicting demands, while demands from both circles are just as important. Work-life balance refers to maintaining harmony between work and obligations at work and at home. The scientist attracted 360 female representatives working in different fields such as banking, protection, IT, BPO, human services and education including women limited to the work of the family unit such as cooking, washing , cleaning, relationships with young people, etc. In order to meet the needs of

8.Mrs. K.VijayaSuganthi. (2018) ,said that The hospitals also take necessary steps to improve the work-life balance of nurses. work-life balance of nurses in government and private hospitals

in Tiruvallur District. Revolution in Industrial sector, improvement in technology, change in culture and values, complexities in roles and responsibilities, need for dual earning family system, increasing number of women in work force due to the women empowerment creates conflict between work-life and family life of work force.

9. Sumbul Zaman (2016), said that the expansion of jobs for specialists, starting with one and then the other, has therefore prompted the scientist to present his professional life problems. The investigation consists of inspecting the elements of the nature of professional life (QWL) which have an impact on the performance of the work. provide evidence of the potential factors on which social insurance associations should focus to ensure that the activity of specialists is carried out according to their sexual orientation. women must seek a fragile harmony between the subjection to be authoritative, the obligations of the household and the fulfillment of the call.

10. Abu Bakar Abdul Hamid (2016), said that the retention of competent representatives was turning into a gigantic test for associations and all the more so for social service establishments. The growing shortage of nurses and their expected impact on the medical services industry are of paramount importance. Despite the fact that previous exploration had pronounced the positive or negative effects of work-life balance on social work and the performance of human aid representatives, however, the direct impact of willingness to work is still an immaculate problem among attendants in hospitals.

11. Archana G. Nemmaniwar¹, Dr. Madhuri S. Deshpande (2016), in their article “ Job Satisfaction among Hospital Employees ” stated that Job satisfaction is one of the most widely researched subjects in the area of organizational behavior and human resource management. Satisfied employees are likely to be more productive and committed to their job and committed employee implies low turnover.

12. Rashmi Farkiya, Shweta Mogre, Pawan Patni (2017) ,stated that who are thought about when we talk about health care and thus it is necessary that their needs have to be taken care and a congenial atmosphere is created for them to work with utmost job satisfaction and content, the result of which would be a high quality care job is stressful, it will affect the personal life of people, because emotions are always going with them and if they are not able to control it, it will get affected in their behavior and ultimately having an impact on their personal life that leads to affect their concentration on work, level of commitment to the profession, the level of satisfaction, performance, productivity and the services which they provided to the society i.e. patient dissatisfaction with the care received

13. Parvin Shaikh (2017) ,in his article stated that work requires the healthcare professionals to work in shifts, work overtime, report to duty at odd hours, take care of people who are sick and are sometimes terminally ill. Apart from draining them of physical energy, being in contact with such people also has a bearing on their psychological health. Striking a balance between life and work is a daunting task for the healthcare professionals.

14. OludayoOA,(2018) ,in his article stated that Work-Life Balance concept has been the discourse of many scholars due to the dynamism in the workplace. The main objective of this study was to ascertain the extent to which work-life balance initiative predicts employee behavioral outcomes in some selected commercial banks in Nigeria exiting knowledge in the area of work-life balance and employee behavioral outcomes.. The expectations of employees from their jobs have gone beyond meeting their daily survival needs as a desire for balance between work and non-work obligations have taken the lead.

15.Dr.IpseetaSatpathy, D.Litt(2019) , Employee engagement and retention has emerged as an important as well as critical tool in today's business. So in order to maintain a equilibrium between personal and professional life, organizations should formulate policies that manage better; any work related stress, tensions or conflict arising at the workplace. Investigates the factors responsible for work life balance and what are the challenges involved in the manufacturing sector. It was suggested that the employers must consider work life balance programs on the basis of policies they formulate, benefits they provide and services they render.

3. RESEARCH DESIGN

3.1 Statement of the Problem

This study is basically for assessing the prevalence of work life among Employees of Healthcare Sector. The purpose is also to present and discuss specifically the problems healthcare sector employees' face in the process of balancing their work and family life. The conflicts between competing work demands and personal and family needs seem to be the most probable reason for this scenario of work-life conflicts. Therefore, the concept of WLB, along with its implications, is a core issue that must be investigated as the number of employees is on the rise and the problems, they face because of it is without doubt quite serious. This study is proposed to examine the effect of long working hours, caring responsibilities or other potential workplace or family determinants on the work life balance and its impact on job satisfaction of Employees of Sahyadri Narayana Multispecialty Hospital, Shivamogga.

3.2 Need of the study

The study covers the various aspects in employee work life Balance and measured increase in productivity accountability, commitment better team work and communication improved morale, less negative organizational stress and it will show lack of work flexibility, high work pressure and longer working hours are stressing out many hospital workers, reducing their job performance and productivity as well as causing broken homes. In the community, there is growing concern that the quality of home and work life is deteriorating. These have resulted to poor employee input and performance at their job place, because an employee, who finds it difficult to properly balance his or her family life, tends to also have difficulties managing tasks

at his or her workplace, therefore resulting in poor employee performance. And those workers are less willing to display unlimited commitment to the organization.

3.3 Objectives of the study

1. To study the general perception of women employees towards personnel and professional life.
2. To study the various factors that influence the employees work life balance.

3.4 Scope of the study

The scope of the study was limited to hospital workers at Sahyadri Narayana Multispecialty, Shivamogga hospital in the academic and healthcare sectors in terms of the challenges they face in balancing work and personal life. the urgent need to balance personal and professional life is the need of the hour. Companies make every effort to create and retain the best employees in their business. In this context, the study is limited to employees of Sahyadri Narayana Multispecialty hospital, Shivamogga

3.5 Research Methodology

For any type of research, there is a systematic way to study the chapters and understand the subject before analyzing the data. In studying the opinions of employees on the work-life balance in this organization, we must choose the research methodology for data collection.

1. **Descriptive Methodology:** The descriptive methodology means approaching employees and obtaining comments and opinions through questionnaires to analyze and collect data.
2. **Sampling Method:** Simple Random sampling
3. **Sampling Population:** Clinical and Non- Clinical Staff at SNMH
4. **Research design:** Descriptive research
5. **Source of Data:** Primary data by Structured Questionnaire
6. **Sample size:** Total 269 employees are there in this organization

Respondents	Males	Females
Admin	39	34
Paramedical	57	33
Nursing	21	85
Total	117	152

We have taken only female employee for this research so 152 females employees are there in this organization

3.6 Limitations of the study

- Lack of time and other resources as it was not possible to conduct a large-scale survey
- Data were collected only from women staff who have been interviewed, which is a small number, to represent the entire population
- During data collection, many respondents were unwilling to complete the questionnaire. Respondents felt wasted time
- The study was only limited to the city of Shivamogga. Further study would be required to reach an exact conclusion

4. DATA ANALYSIS

1. Respondents Profile

Table No-1 Respondents profile

Variables	Respondents	Percentage(%)
Marital Status	Married	76
	Unmarried	60
Age Group	20-30 years	60
	30 - 40 years	57
	40 - 50 years	11
	> 50 years	2
Educational Qualification	U G	19
	PG	33
	Diploma	56
	Other	22
Departments	Admin	30
	Paramedical	30
	Nursing	70

From the above table no-1, it is evident that 76% of the respondents are Married & 60% of the respondents are unmarried. 60% of respondents are belong to the age group of above 20-30 years, 57% of respondents are belong to the age group of above 30-40. 11% of respondents are belong to the age group above 4-50 years, 19% of respondents are belongs UG, 33% of respondents are belong PG, 56% of respondents are belongs Diploma, 22% of respondents are belongs others, 30% of respondents are belongs are admin, 30% of respondents are belongs are Paramedical, 70% of respondents are belongs are Feeding with milk.

2. Give the ratings to this following various factors that influence your work life balance
 (Strongly Agree-5, Agree-4, Neutral-3, Disagree-2 and Strongly Disagree-1)

SL	Organizational factors	5	4	3	2	1	Mean	SD
1	I think the work hour is good	53	55	18	4	0	4.21	0.794
2	I feel that the responsibility for the work is too high	41	53	28	7	1	3.97	0.906
3	I am satisfied with the organization's policy and procedure	38	32	44	13	3	3.68	1,071
Personal / family factors								
4	I have a good condition in my family	67	38	19	4	2	4.26	0.928
5	I feel that my personal interests and hobbies affect the work-life balance	35	50	34	8	3	3.82	0.979
6	I think family problems are the main cause of work life imbalance	47	37	34	ten	2	3.90	1.033
7	I feel that personal commitments affect my work-life balance	35	36	31	24	4	3.57	1.161
Economic factors								
8	Able to manage working life with current salary / income level	54	50	16	8	2	1.38	0.957
9	I feel the cost of living which affects the work-life balance	34	39	36	16	5	1.12	1.116
Work-related factors								
10	I feel intense stress at work	53	43	21	13	0	4.05	0.987
11	I think the work environment is based on honesty, integrity and transfer	33	44	36	15	2	3.70	1,024
Culture and organizational climate								
12	Hospital Extends Full Support To Employees	62	46	17	2	3	4.25	0.907
13	We always work together to serve the patient	39	45	39	6	1	3.88	0.920
14	The organization has never broken the rules and ethics that established	48	34	30	15	3	3.84	1.119

From the above the table showing various factors which influence the balance between professional life and private life in this sense, I think that the working hour is good

organizational factor obtained (4.21 ± 0.794), I think that professional responsibility is too high organizational factor obtained (3.97 ± 0.906), I feel satisfied with the policy and procedure of the organizational factor obtained a score of (3.68 ± 1.071).

So in the interpreters, I think the work hour is a good factor got a high rating compared to other organizational factors

I have a good condition in my family, the factors have obtained a score of (4.26 ± 0.928), I think that my personal interest and my hobbies affect the factors of balance between the professional life and the life (3.82 ± 0.979), I think that family problems are the main cause of work imbalance. Life factors got a rating of (3.90 ± 1.033), I feel that personal commitments affect my factors. work-life balance was assessed by (3.57 ± 1.161).

So he interprets I have a good condition in my family factor got a high rating compared to another family factor.

Able to manage working life with current salary / income factors obtained a score of (1.38 ± 0.957). I feel that the cost of living which affects the work-life balance factors has been evaluated at (1.12 ± 1.116),

Thus, he interprets that Capable of managing professional life with the current salary / income level is well rated compared to other economic factors.

I feel that the heavy work stressors obtained a grade of (4.05 ± 0.987) I think that the work environment is based on the integrity of honesty and the transfer factors have been evaluated at (3.70 ± 1.024).

So it means that I feel that the work-related stress factor has become much higher than the other work-related factors.

The extent of the hospital full support to the employee factor was evaluated by (4.25 ± 0.907), we are still working together with patient service, the factor was evaluated by (3.88 ± 0.920), the organization has never broken the rules and ethics that established the factor has received a rating of (3.84 ± 1.119).

Thus, it interprets the extent to which the hospital's full support for the employee factor scored high compared to other climatic and cultural factors in the organization. The organizational culture and the climatic factor will

So that, compared to all the above factors, I take the average of the whole factor, the culture and climate factor of the organization obtained a high score from the majority of respondents, so that it interprets this factor is more affecting to balance the personal and professional life of employees.

3. According to you how do you balance between work life and personal life?

Table No. 2 showing respondents how balance their work life & personal life

Sl no	Variables	No of respondents	Percentage
1	Very Well Balanced	27	20
2	Balanced	87	68
3	Very out of Balanced	16	12
	Total	130	100

The above graph no. 4.9 it clearly shows that its interprets that majority of the 87(68%) respondents are opined that balance between work life and personal life is Balanced. that means the majority respondent have opinion about balancing work life and personal life in this organization is balanced

4. Following are the personal life factors of work life balance (Strongly Agree-5, Agree-4, Neutral-3, Disagree-2 and Strongly Disagree-1)

Table No-3 representing personal factors having impact on WLB

SL	Variables	5	4	3	2	1	Mean	SD
1	My job takes me too far from my family	65	45	7	7	6	4.2	0.563
2	Able to spend minimal family time	46	50	20	9	5	3.95	1,074
3	I feel that my personal problems affect my efficiency at work	59	20	29	18	4	3.86	1.066

Table No-3 showing the respondents' scores with regard to personal factors of professional life and the balance between professional and private life. To the extent that my work distances me from my family, too many attributes have been rated (4.2 ± 0.563), able to spend minimal time with family attributes rated ($3, 95 \pm 1.074$) and I think that my personal life problems affect my work efficiency attributes got a score of (3.86 ± 1.066).

It means that my job takes me away from my family. Too many factors scored high compared to other life factors for staff. this means that the majority of respondents say they work in this organization This work allows employees to stay away from their families.

5. Are you feel flexible work arrange with your supervisor?

Table No. 4. shows respondents opinion about flexible work arrange with their supervisor

Sl no	Variables	No of respondents	Percentage
1	Strongly Agree	9	7
2	Agree	82	63
3	Neutral	33	25
4	Disagree	6	5
	Total	130	100

The above Table No- 4 interprets that out of 130 respondents the majority 82 (63%) respondents having opinion to agree with flexible work arrange with the supervisor that means the employees comfortably work in the organization

6. Are you satisfied with the compensation and reward system provide by the organization

Table No. 5 shows respondents satisfaction level of compensation level reward system of organization

Sl no	Variables	No of respondents	Percentage
1	Strongly Agree	13	10
2	Agree	45	35
3	Neutral	36	28
4	Disagree	33	25
5	Strongly Disagree	3	2
	Total	130	100

From the able Table 5 interprets that out of 130 respondents the majority 45 (35%) respondents are having opinion agree with the satisfaction level of compensation and reward system provide by the organization. that means the majority of the respondent has good opinion and satisfied with the compensation and reward system.

7. Following are the professional life factors of work life balance (Strongly Agree-5, Agree-4, Neutral-3, Disagree-2 and Strongly Disagree-1)

SL	Variables	5	4	3	2	1	Mean	SD
1	Feeling of stress to balance my professional life in the organization	59	48	11	11	1	4.18	0.960
2	Holidays give my family less time	35	61	25	9	0	3.94	0.860
3	Incase conflict between housework office I give preference to housework	45	37	34	11	3	3.85	1.067
4	My work schedule affects my family and my personal relationship at home	43	40	19	26	2	3.74	1.165

From the above Table showing the respondents 'scores in relation to the work life factors of the respondents' work-life balance. In this feeling of stress to balance my professional life in the organization, the factor obtained a score of (4.18 ± 0.960) , the leaves of work offer less time for my family factor obtained a score of $(3, 94 \pm 0.860)$, a conflict between housework in the office, I give preference to cleaning, the work variables obtained a rating of (3.85 ± 1.067) and my work schedule affects my family and my personal relationship with home, variable factors were assessed by (3.74 ± 1.165)

His interpretation that the feeling of stress to balance my professional life in the organizational factor obtained a high score compared to the other factors of the professional life, so that the majority respondent has an opinion on the fact of feeling a significant stress for work in this job

5.FINDINGS

- It is understood that the age group of 20-30(46%), 30-40(44%), 40-50(8%), 50 and above (2%) these age group of people were taken into consideration and SNMSH hire more youngsters who are interested in work
- It is understood that educational qualification UG (15%) PG (25%) Diploma (43%) Other (17%) Large number of the respondent are having Educational qualification of Diploma because it is understood we will taken more respondents is nursing staff.
- It is understood that marital status that Married (58%) Unmarried (42%) Maximum number of the respondents is married were taken into consideration.
- It is understood that department of respondents that Admin (23%) Paramedical (23%) Nursing (54%) we will take for consideration and Majority of the respondent are Nursing Department
- It is understood that respondents living area Urban (48%) Semi urban (33%) Rural (19%) Majority of the respondent are lived in Urban Area
- There are different kind of salaried persons were taken like 10000-20000(36%), 20000-30000(55%), 30000-40000(9%) were taken as different salaried people
- It is understood overall work experience of respondents that 1yr (5%) 1-5 yr (46%) 5-10 yr (42%) 10-15 (4%) 15-20 yr (2%) above 20 yr (1%) we will taken to consideration and the majority of Respondents belong to work experience of 1 – 5 years
- Respondents Work experience in SNMH That is 1yr (17%) 1-5 yr (56%) 5-10 yr (21%) 10-15 (5%) above 15 yr (1%) we will take for consideration and majority of the Respondents are having 1 – 5 years' work experience in SNMH,
- majority (68%) of the people has opinion about that balance between work life and personal life is Balanced that means slightly balanced their dual life.
- majority of employees (65) opined personal life factor their job keeps them away from family too much this factor is more affective to respondents work life balance
- majority (59) of respondents opined professional life factor very stressful to balance their dual life in this organization

- We understood that of the respondents are agreed that they are satisfied with the compensation and reward system provide by the organization that extremely satisfied (16%) somewhat satisfied (48%) Neutral (19%) Somewhat Dissatisfied (16%) and Extremely Dissatisfied (1%) so that respondents has opinion extremely satisfied with this.
- We understood comfort and happiness in organization to work. the respondents opinioned Highly Satisfied (8%) Satisfied (44%)Neutral (28%) Dissatisfied (19%) Highly Dissatisfied (1%) it shows majority has satisfied with this
- We understood respondent's opinion about good career prospect in organization Strongly Agree (11%)Agree (41%) Neutral (42%) Disagree (2%) Strongly Disagree (4%) so that majority will be says strongly agree about this.
- We understood that the respondents are satisfied with the relationship with their co-worker & supervisor Highly Satisfied (18%)Satisfied (35%) Neutral (27%) Dissatisfied (18%) Highly Dissatisfied (2%) so we find that majority has opinioned highly satisfied with this.
- There are many kinds of factors that influence to employees for balance their dual life we understood respondent's opinion that comparing to all the the factors The hospital extent the complete support to the employees factor got (62) high rated

6. SUGGESTIONS

- Organization should provide facilities such as time off, job sharing, part-time employment, after-hours counseling, compressed weeks looking for better employment elsewhere
- Regular evaluation of work-life balance policies and programs will help hospitals
- The organization should support the development of self-awareness, self-regulation and motivation between them
- It is suggested that researchers should pay more attention to various other factors in future work-life balance studies on job satisfaction behaviors.
- Relationships with colleagues, subordinates and superiors, as well as perceptions of the culture and climate of the institution, can have a significant impact on job satisfaction. these are thought to be important factors in assessing the links between work-life balance and job satisfaction for women and men.

7.CONCLUSION

Employees are the backbone of health services. If their working conditions are encouraging, they in turn would provide good services to the people and to the nation as a whole. The study concludes that the main factors that can lead to imbalances in the personal and professional lives of hospital staff are physical and mental stress, personal needs and time management, workload and family support and work itself. even. Of which the physical and mental stress faced by employees is the most important predictor of work-life imbalance and organizational well-being.

Achieving a good balance between work and family commitments is a growing concern for physicians and their organizations.

The study found that family-friendly policies, such as parental leave, job-sharing agreements, provision of childcare, etc. should be included in the organization to encourage women to prove their skills. In addition, flexibility and working autonomy should also be granted to nurses and other female staff.

In addition, the organization should also strive to make the environment family friendly. It is very important to understand that married women who work with children can only perform best if they have full organizational support. Thus, in order to make the best use of the employees' potential, it is essential that each clinic and hospital carefully develop its human resources policies.

They should work on his work-life balance policies, which will help reduce work-life conflicts and allow his nurses and doctors to become more effective in all roles, especially the professional role. Therefore, our study could also serve as a guide for HR practitioners in redesigning their work-life balance policies, thereby ensuring the well-being of all nurses and women physicians.

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