

# Impact of Work Life Balance on Job Satisfaction of Women Doctors

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**Abstract -** In today's competitive world, women must fight hard to demonstrate their identity in society as well as in the workplace. Work-life balance is a big issue in working women's lives. The research focuses on the work-life balance of female doctors working at private hospitals in Coimbatore. This study contributes to a better understanding of the influence of work-life balance on job satisfaction. To assess the association between the variables, regression analysis and the ANOVA test were performed. According to the findings of the study, work-life balance has a favourable influence on job satisfaction.

**Key word:** *Women Doctors, work life balance, hospital, job satisfaction.*

## I. INTRODUCTION

Work-life balance is a notion that entails properly balancing tasks between "Work" and "Life." It necessitates achieving a balance between professional and personal work. Working women in the United Kingdom addressed the subject of work-life balance in the 1960s and 1970s. The problem was also taken into account by the US government in the mid-1980s. Work-life balance was recognised as a major human resource management issue in the United States in 1990. Job satisfaction is a component of life satisfaction that can occur only if employees can achieve steadiness in their professional and personal lives.

Despite the fact that women have achieved significant success in their occupations, their commitment to their families has not diminished. They must balance their familial obligations with their official duties. Historically, careers at hospitals required a selfless focus on caring for one's patients. In the event of an emergency, women doctors must attend to their sufferers while leaving their children and responsibilities at home. The obstacles that female doctors encounter are similar to those that women experience in any other profession. They suffer racism, a lack of support, a glass ceiling, and other challenges. Work-life balance is one of the most significant problems that every female doctor must overcome in her career. It is quite difficult for female doctors to find a balance with family and this demanding sort of work. According to research, a substantial majority of female doctors were unsatisfied with their work-life balance due to overworked night shifts and less time with their families. As a result, such stress has a negative impact on their health, resulting to hospital absenteeism.

Despite the fact that work-life balance is becoming more of a problem in hospitals, it is having an impact on the efficiency of female doctors. As a result, the goal of our research is to determine the differences in the work-life balance among female doctors of various ages. The current study is to determine the effect of coping methods on work-life balance. Furthermore, it attempts to comprehend the influence of work-life balance on job satisfaction, because it is expected that a good work-life balance in hospitals will make female doctors more devoted and productive, resulting in job happiness. As a result, the goal of our research is to produce empirical data to achieve the objectives.

## II. REVIEW OF LITERATURE

**Greenhaus and colleagues (2003), The Relation between Work-Family Balance and Quality of Life work-life balance** is defined as "the extent to which a person is equally involved in and happy with his or her work function and family role." Work-life balance is made up of three parts: time balance, psychological engagement balance, and satisfaction balance. Time balance refers to allocating equal amounts of time to work and family responsibilities; participation balance refers to equitable levels of psychological participation in both work and family responsibilities; and satisfaction balance refers to equitable levels of satisfaction in both work and family responsibilities. When researching work-life balance, all of these factors should be taken into account.

**Adisa, T.A., Mordi, C. and Mordi, T. (2014). The Challenges and Realities of Work-Family Balance among Nigerian Female Doctors and Nurses** Evidence from Nigerian case studies revealed that juggling numerous

tasks was extremely challenging for Nigerian female doctors. It has been shown that when female doctors encountered the professional strain of the medical profession, they got weary and drained, and they were unable to discharge their home obligations at the end of their daily shifts.

**Locke, E.A. (1969). What is Job Satisfaction? Organizational Behavior and Human Performance**

Many different scholars and practitioners have contributed to the development of the notion of job satisfaction in various ways. Job satisfaction is described as "the pleasurable emotional state arising from the evaluation of one's employment as attaining or helping the attainment of one's job values" in one of the most generally used definitions in organisational research. Workplace satisfaction is affected by characteristics such as appreciation, communication, coworkers, fringe benefits, job conditions, nature of the work, organisation, personal growth, rules and procedures, advancement prospects, recognition, security, and supervision. These are divided into two categories: organisational and personal.

**Lakshmi, S.K., Gopinath, S. (2013). Work-Life Balance of Women Employee With Reference to Teaching Faculties** investigated the impact of work-life balance on female employees' performance. They discovered the factors that influence work-life balance. Women who had less work and family-related concerns were shown to be more capable of achieving work-life balance than those who had a higher rate of these issues.

**Nadeem, S.M. & Abbas, Q.D. (2009). The Impact of Work Life Conflict on Job Satisfaction of Employees in Pakistan** Work-life conflict and job satisfaction were shown to have a negative association.

**Akram, A. & Hassan, M.(2013). Impact of Work Life Conflict on Job Satisfaction** studied the influence of work-life conflict on doctor job satisfaction in the cultural setting of Pakistan. According to the data, there is a strong negative association between both forms of conflict (work-to-family interference and family-to-work interference) and job satisfaction.

**Ervin, M.S. (2012). A Comparative Analysis of Work-Life Balance in Intercollegiate Athletic Graduate Assistants and Supervisors** Intercollegiate Athletic Graduate Assistants and Supervisors were subjected to comparative research on work-life balance and job satisfaction. The purpose of this research was to discover the distinctions between graduate assistants and their supervisors. A statistically significant difference was discovered between these two groups. When compared to graduate assistants, supervisors reported higher levels of work satisfaction.

**Mehta, S. (2012). Work Life Balance among Women** Another research aimed to discover work-life balance

among female employees as well as the many elements that lead to work-life imbalance in the education and banking sectors. It was discovered that there was a considerable disparity in work-life balance between male and female employees. According to the findings of a study conducted in the banking industry, women working in private banks faced more work-life imbalance than women working in the public sector.

**Mukururi & Ngari. (2014). Influence of Work Life Balance Policies on Employee Job Satisfaction in Kenya's Banking Sector; A Case of Commercial Banks in Nairobi Central Business District** examined the link between work-life balance policies and job satisfaction. They discovered a link between work-life balance policies and job happiness.

**Santhi, T.S. & Sundar, K. (2012). A Study on the Work Life Balance of Women Employees in Information Technology Industry** performed a survey on IT women employees and discovered that 55 percent of women employees were extremely happy with existing work-life balance initiatives, while the other 45 percent were somewhat satisfied or unsatisfied. According to the findings of this study, managers in the IT business should investigate the source of unhappiness and determine which policies should be applied.

**Kaman et al. (2013). Work-Life Balance Practices on Employee Job Performance at Eco Bank Kenya** ECO bank employees' job performance is affected by flexible working alternatives, leave policies, and employee aid initiatives. Work-life balance strategies were discovered to be favourably connected with employee job performance.

**Kamran, Zafar and Ali. (2012). Impact of Work-Life Balance on Employees Productivity and Job Satisfaction in Private Sector Universities of Pakistan** The nature of work and family policies in Pakistan's environment, notably in the education sector, was explored. There was discovered to be a positive moderate association between job satisfaction and work-life balance, indicating that colleges should concentrate their efforts on developing and executing work-life balance policies.

**Aryasri, A.R. & Babu, S. (2009). Impact of Flexi-time as a Work-Life Balance Practices on Employee Retention** examined the effect of flexi time on retention. Flexi time was found to have a favourable link and a substantial impact with employee retention. It was established that when average flexi time grows, so do average employee retention scores.

**Bachman, K. (2000). Work-life balance. Are employers listening?** Better work arrangements aided people in achieving a better balance between work and non-work life, as well as assisting organisations in inspiring, hiring, and keeping employees inside the firm.

**Muhammad, B. and Irfan, R. (2010). Impact of Family Friendly Policies on Employees' Job Satisfaction and Turnover Intention** Another study looked at the effect of family-friendly policies on work satisfaction. The study discovered that a flexible work schedule and a reduced work week are positively associated to job satisfaction among bank workers.

### III. RESEARCH GAP

According to research, when male physicians worked long hours or travelled to meetings, their wives were at home to care for the children. As more women entered the medical sector, the conflicts between job and family grew increasingly apparent (Verlander, G., 2004). Female doctors face challenging conditions in their lives as they attempt to reconcile personal and professional commitments. As a result, the current study attempts to comprehend the level of work-life balance and job satisfaction of female doctors in the Indian setting. As evidenced by the literature, several studies on this issue have been conducted in other countries, but few studies on women doctors in the Indian setting have been conducted; hence, our study aims to increase existing information.

#### Hypotheses

Certain hypotheses were developed for this study:

1. H0: There is no difference in the work-life balance among female doctors of various ages.

H1: There is a disparity in the work-life balance among female doctors of various ages.

2. H0: Coping mechanisms have little effect on the work-life balance of female doctors.

H1: Coping methods have an effect on the work-life balance of female doctors.

3. H0: Work-life balance has no beneficial effect on job satisfaction.

H1: Work-life balance has a beneficial influence on job satisfaction.

### IV. RESEARCH METHODOLOGY

The study's sample includes of female doctors working in Coimbatore private hospitals. The convenience sampling approach was utilised in the study. The questionnaire approach was used to obtain data. A total of 200 questionnaires were issued to married and unmarried female doctors, with 130 surveys receiving a response rate of 65%. Incomplete surveys were removed from the research. Finally, the replies of 115 female workers were collected for data analysis, yielding a legitimate response rate of 57.5 percent. Secondary sources, journals, and so forth. The questionnaire was divided into two pieces. The first segment comprises demographic questions, while the second piece covers work-life balance, coping techniques,

and job satisfaction. Work-life balance was assessed using five items, coping techniques were assessed using eight items, and work satisfaction was assessed using five items. All of these things are rated on a five-point scale ranging from 1 to 5 (strongly disagree to strongly agree). Finally, respondents were asked to rate their satisfaction on this scale. Regression and ANOVA were used to assess the given hypotheses based on the acquired data.

#### ➤ Demographic profile.

All research participants were female, with roughly 72.1 percent of female doctors married and the remaining 27.8 percent unmarried. Out of 115 respondents, 14.7 percent were between the ages of 21 and 30, 26.9 percent were between the ages of 31 and 40, 39.1 percent were between the ages of 41 and 50, and 19.1 percent were between the ages of 51 and 60. Approximately 13.9 percent of respondents had fewer than 10 years of experience, whereas 29.5 percent of doctors had 10-20 years of work experience, 39.1 percent had 20-30 years of experience, and the remaining 19.1 percent had 30-40 years of experience. Only 19.1 percent of respondents had an income of less than \$50,000, 28.6 percent had an income of \$50,000 to \$75,000, 39.1 percent had an income of \$75,000 to \$95,000, and only 13 percent had an income of \$75,000 or more.

#### ➤ Reliability analysis

The accuracy of the scale is determined by its reliability. Cronbach's Alpha indicates the overall dependability of the question under consideration. When the Cronbach Alpha value is 0.70 or higher, it indicates that the scale is dependable; however, if there are fewer questions, the limit is 0.60 or higher (Sipahi et al., 2006). The Alpha rating for each scale is more than 0.60, indicating that the instrument is reliable.

### V. RESULT AND ANALYSIS

The hypothesis 1 was tested using ANOVA. Table 2 demonstrates that because the p-value for significance is less than 0.05, the null hypothesis is rejected and alternative hypothesis 1 H1 is accepted. As a result, there is a substantial disparity in the work-life balance of female doctors of various ages. As seen in Table 1, the age group 21-30 has the lowest mean value (3.18), implying that women in this age group have a lower work-life balance than women in other age groups. The mean value for the remaining three age groups is 3.31, 3.65, and 3.82, indicating that work-life balance improves with age.

**Table 1 Descriptive statistics**

	N	mean	Std.deviation	Std.error	95% confidence interval for mean		minimum	maximum
					Lower bound	Upper bound		
21-30	17	2.86	0.640	0.136	0.58	3.15	3	5
31-40	21	3.31	0.949	0.142	3.30	3.60	2	5
41-50	45	3.65	0.950	0.171	3.03	3.99	2	5
51-60	22	3.82	0.809	0.196	3.41	4.24	2	4
Total	115	3.39	0.924	0.086	3.22	3.56	2	5

**Table 2 ANOVA**

Work life balance	Sum of square	df	Mean square	F	Sig.
Between groups	11.589	3	3.863	4.997	0.003
Within groups	85.803	111	0.773		
total	97.391	114			

A regression analysis has been used to test the hypothesis 2 whether coping strategies have any impact on work-life balance or not. Table 3 shows that 53.9 per cent of the variance in this relationship was explained by the independent variable that is coping strategies. The results of regression on Table 3 show that independent variable (coping strategies) has significant positive impact on dependent variable (work-life balance) signified by the coefficient of Beta value 0.734 and T-value 1.234 significant at  $p < 0.05$ . Hence, hypothesis 2 H1 is accepted. It shows that there is an impact of coping strategies on work-life balance.

**Table 3 Regression analysis**

Model	B	T.value	Sig.
Coping strategies	0.734	1.232	0.223
F	132.369		
R2	0.539		
Adjusted R2	0.534		
Sig	0.000		

**Table 4 Descriptive statistics for coping strategies**

Variables	N	Mean	std
Avoid doing official work at home and vice versa	115	4.35	0.798
Employ a domestic helper to fulfil the home responsibilities	115	4.09	0.909
Manage time through task prioritization	115	3.56	0.965
Seek support from family member	115	3.35	1.548
I try to hire a tutor for my child's homework	115	3.19	1.616
Seek family-friendly policies from employer	115	3	1.501
Share or convince employer regarding family responsibilities	115	2.35	1.425
Avail leave for family tour	115	2.31	1.534

**Table 5 Regression analysis**

model	B	T value	sig
Work life balance	0.344	3.896	0.000
F	15.181		
R2	0.118		
Adjusted R2	0.111		
Sig	0.000		

Table 5 explains the relationship between work-life balance and job satisfaction. It shows that there are positive and significant relationships between work life balance and job satisfaction ( $F = 15.181, p < 0.05$ ). The independent variable (work-life balance) accounted for 11.1% ( $R^2 = 0.111$ ) of variance in dependent variable (job satisfaction). As the overall significance p-value is less than .05 ( $p < 0.05$ ), hence, it supports the hypothesis 3 H1, that is, work-life balance has positive impact on job satisfaction.

## VI. CONCLUSION

According to the findings of this study, there is a considerable disparity in the work-life balance among female doctors of various ages. It demonstrates that when women doctors begin their careers, their work-life balance is not appropriately balanced; but, as they gain experience in handling their positions, they become proficient at achieving work-life balance. According to the findings of this study, coping mechanisms have a good influence on work-life balance. Women doctors used coping mechanisms such as avoiding official work at home and vice versa. Employing a domestic assistant, managing their time through job prioritising, getting support from family members, and so on have all aided them in coping with the work-life conflict.

According to the research, women's work-life balance influences their degree of job satisfaction. Employees who maintain a healthy work-life balance are more happy with their jobs. As a result, we may conclude that there is a favourable association between work-life balance and job satisfaction. This demonstrates that women doctors would be more happy only when they can balance their professional and home life. Job contentment is generally desirable in life; yet, a lack of job satisfaction can cause problems for working women. It has been observed that a low level of employee satisfaction can lead to a variety of issues in any organisation. As a result, it is critical for organisations to be attentive to the demands and changing requirements of their workforce, particularly females, in order to raise their level of satisfaction.

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