

A Study On Work Life Balance Of Employees At Sevana Hospital And Research Centre Pvt Ltd,Pattambi

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Abstract- *Work-life balance refers to the capacity to effectively manage one's professional and personal lives. It involves being able to balance work and leisure interests and doing so with ease. It is crucial for an individual's general well-being since it lowers stress, boosts output, and strengthens bonds with friends and family. The study of work-life balance looks at how work and personal obligations interact, covering a range of topics including productivity, well-being, job satisfaction, and time management. The changing nature of work and its effects on people and organizations have drawn a lot of interest to this topic in recent years. Sevana Hospital And Research Centre PVT LTD in Pattambi is where the study was carried out. Employees' present work-life balance is the purpose of this study.*

Keywords- Work life balance, job satisfaction, Employee satisfaction,

I. INTRODUCTION

The idea of work-life balance has historically developed in reaction to shifts in labor market dynamics, such as the increase in dual-income families, the development of technology that makes remote work possible, and the fuzziness of the lines between work and personal life. More people are trying to find fulfillment in both areas, so experts are trying to figure out what influences this balance. Examining the effects of a poor work-life balance, which may result in a number of unfavorable outcomes like burnout, stress, low job satisfaction, and strained interpersonal relationships, is a crucial component of the study. These impacts have an impact on employee well-being and organizational performance as well. They can lead to more absenteeism, higher employee turnover, and worse productivity.

The healthcare industry, or medical industry, is a sector that provides goods and services to treat patients with curative, preventive, rehabilitative, or palliative care. The healthcare industry is composed of establishments devoted to prevention, diagnosis, treatment, and rehabilitation of medical

conditions. Such treatment may be through providing products or services and may be provided privately or publicly. The modern health care sector is divided into many sub-sectors and depends on interdisciplinary teams of trained professionals and paraprofessionals to meet the health needs of individuals and populations. The healthcare industry includes establishments ranging from small-town private practices of physicians who employ only one medical assistant to busy inner-city hospitals that provide thousands of diverse jobs. Sevana Hospital And Research Centre PVT LTD, Pattambi is one of the best hospitals in Palakkad District providing health care facilities to the general public in and around Pattambitaluk. Our is a 175 bedded hospital with General Medicine, General Surgery, Pediatrics, Radiology, Dermatology, Gastroenterology, Mental Health, Orthopedic, Anesthesiology, Cardiology with Cath Lab Facility, and Gynecology and Obstetrics, Reproductive Medicine and ENT, our specialized and expertise team of Clinicians, technical and supportive staffs are the pillars behind the success of Sevana Hospital and we are ready to serve the needy at any points of care. An average of 500 Op Patients are visiting here and we are maintaining 80% as In-Patients approximately.

II. REVIEW OF LITERATURE

- **TJinsite, a division of Time.Jobs.com (2021):** They discovered that "the largest obstacle to employees' productivity, according to more than 35% of them, is a lack of appreciation for their efforts. They contend that incentives and acknowledgment for accomplishments at work serve as morale enhancers and raise output." putting trust ahead of organizational initiatives meant to assist staff members by expressing gratitude for their contributions and care for their welfare.
- **Sathya Krishna (2021):** Work-life guidelines Employers may attract better candidates in the current competitive labor market by providing competitive compensation packages together with work-life balance rules. Work-life balance policies, on the other hand, may increase productivity, save costs by increasing employee retention

rates, lessen detrimental spillovers, cut down on long hours and weariness to lessen the negative effects on productivity, further reduce stress, and help create a safer and better work environment.

- **Lesley C Henry (2020):** Work-life balance refers to intentional organizational changes in programs or organizational culture that are intended to lessen work-life conflicts and increase employees' effectiveness at work and in other roles, according to the journal "making the link between work-life balance practices and organizational performance."
- **M.D. Asadul Islam (2020):** The moderating influence of family supportive supervisor behaviors is discussed in the journal work-life balance, job satisfaction, and employee performance. It claims that when organizations or supervisors care about their staff, they are more likely to support them in achieving their objectives via higher performance.
- **Singh S. (2013):** Mentioned role stress theory in his study "Work-Life Balance: A Literature Review," which focused on the negative aspects of the interactions between work and family. The focus of research has recently turned to examine the beneficial interactions between responsibilities in the home and at work, as well as roles outside of both contexts, and academics have begun to discuss the fundamentals of work-life balance.

III. OBJECTIVES

PRIMARY OBJECTIVE:

- To study the work life balance of employees at Sevana Hospital and Research Centre PVT LTD, Pattambi.

SECONDARY OBJECTIVES:

- To understand how workers' roles in the company affect their balance of dual lifestyles.
- To understand the factors affecting the work-life balance.
- To find out how satisfied employees are with their careers, workspaces, and personal life.

IV. RESEARCH METHODOLOGY

A descriptive research design is being used for this study. Descriptive research allows us to find patterns in a group's traits, which effectively answers all of our questions except for why a certain event occurred. 48 office workers make up the study's population. The Census study was the sample design used in this study.

Structured questionnaires are used in the data collection process. Data has been collected from both primary and secondary sources.

V. DATA ANALYSIS

H0: There is no significant relationship between gender and prioritizing job over family and personal life.

Ha: There is a significant relationship between gender and prioritizing job over family and personal life.

PRIORITISING JOB OVER FAMILY AND PERSONAL LIFE

Gender	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	TOTAL
Male	0	7	11	1	1	20
Female	0	8	20	0	0	28
TOTAL	0	15	31	1	1	48

Chi square $X^2 = (O - E)^2 / E$

Where, O-Observed Frequency

E- Expected Frequency

Expected Frequency, E- Row Total Column Total/Grand Total

TABLE SHOWING THE RELATIONSHIP BETWEEN GENDER AND BALANCE.

PRIORITISING JOB OVER FAMILY AND PERSONAL LIFE

O	E	(O-E)²/E
0	0	0
7	6.25	0.09
11	12.9	0.285
1	0.41	0.801
1	0.41	0.801
0	0	0
8	8.75	0.064
20	18.08	0.204
0	0.58	0.580
0	0.58	0.580
TOTAL		3.405

X² =3.405
 Degree of freedom =4
 P-value - 9.488

INTERPRETATION

The χ^2 (3.405) is less than the critical value (9.488); we fail to reject the null hypothesis. There is no significant relationship between gender and prioritizing job over family and personal life.

H0 - There is no significant relationship between experience

H1- There is a significant relationship between experience and income of the employees.

Let x be income
 y be years of experience

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

TABLE SHOWING RELATIONSHIP BETWEEN AGE AND YEAR OF EXPERIENCE

x	y	xy	x ²	y ²
15	5	75	225	25
19	15	285	361	225
10	26	260	100	676
4	2	8	16	4
48	48	628	702	930

r= 0.24621609
 DF = n-2 =4-2=2
 t-value -0.359
 Critical t-value-4.303

INTERPRETATION

The t-value is less than the critical t-value; we fail to reject the null hypothesis. Therefore, there is no significant relationship between experience and income of the employees

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Weighted Average	Ranking
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Work Life balance improves people’s ability to work	25	20	3	0	0	14.6	1
Work Life balance is totally the employe r's responsibility.	2	11	18	13	4	9.2	3
Work Life balance is entirely the responsi bility of employe rs and partially that of individu als.	0	31	15	2	0	11.3	2

Weighted average=sum (number*weighting factor)/(sum of all the weights)

INTERPRETATION

The above table shows the appropriate statements on work life balance. The Mean Score Percentage in the table has been identified by using mean/number of scale*100 and the factors are given weights as per Mean Score Percentage. According to the above data, Work life balance improves people’s ability to work is ranked as 1st, Work life balance is entirely the responsibility of employers and partially that of individuals is ranked as 2nd and Work life balance is totally the employer's responsibility is ranked as 3rd.

H0: There is no significant relation between experience and factors making work life balance harder

Ha: There is a significant relation between experience and factors making work life balance harder

Factors	Parameters	Sum Of Squares	Df	Mean Square	F	Sig.
Deadlines And Schedule	Between Groups	12.8	1	12.8	0.23754	0.640881
	Within Groups	377.2	7	53.88571		
	Total	390	8			
The type of work doing	Between Groups	12.8	1	12.8	0.175962	0.68744
	Within Groups	509.2	7	72.74286		
	Total	522	8			
Work Hours	Between Groups	12.8	1	12.8	0.193437	0.67333
	Within Groups	463.2	7	66.17143		
	Total	476	8			
Over Time	Between Groups	12.8	1	12.8	0.212726	0.658628
	Within Groups	421.2	7	60.17143		
	Total	434	8			
Traveling Away From home	Between Groups	12.8	1	12.8	0.22222	0.651691
	Within Groups	403.2	7	57.6		
	Total	416	8			
Excessive Household	Between Groups	1.14E-13	1	1.14E-13	1.31E-15	1

Work	Within Groups	694.4	8	86.8		
	Total	694	9			

INTERPRETATION

For all the factors (deadlines and schedule, the type of work, work hours, overtime, traveling away from home, and excessive household work), the f value is less than the f critical value and the p-values are greater than 0.05. Therefore, we do not find any significant relationship between experience and any of the factors making work-life balance harder. The null hypothesis is not rejected for all the factors. This means experience does not significantly affect the factors that make work-life balance harder.

VI. CONCLUSION

Work-life balance refers to one's ability to properly manage both professional and personal responsibilities. It entails effortlessly striking a balance between work and personal interests. It is essential for a person's overall health since it reduces stress, increases productivity, and fortifies relationships with friends and family. The intricate subject of work-life balance is examined from a variety of perspectives, drawing on insights from the fields of economics, sociology, psychology, and management. Researchers examine different facets of these complex phenomena using a variety of methodologies, including surveys, interviews, longitudinal studies, and experimental designs. Sevana Hospital and Research Centre Pvt Ltd Pattambi is where the study was carried out. Finding out about the work-life balance of Sevana Hospital and Research Centre Pvt Ltd Pattambi personnel is the study's goal. Additionally, to understand the factors influencing the work-life balance, to learn how employees' responsibilities within the firm impact their ability to balance two different lifestyles, and to determine the degree of satisfaction that employees have with their jobs, workspaces, and personal lives. The major findings of the study is when forming a suitable viewpoint about the assertion regarding work-life equilibrium 52.1% of respondents said that work-life balance increases people's abilities, 64.6% said that employers should bear all responsibility for work-life balance and individuals should bear some of the burden, and 37.5% said that employers should bear all duty for work-life balance. From the Anova table it is understood that experience does not significantly affect the factors that make work-life balance harder. Suggestions to improve the working atmosphere, promote good interactions amongst co-worker. Respond to any complaints or concerns stated by the 2.1% of responders

with a neutral tone. Take steps or engage in team-building exercises to amplify your co-workers' positive contributions.

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