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A Study on Work Life Balance of Employees at Bloom Hospital

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Abstract: ***In the highly competitive environment employees feel job pressure which leads to distract work - life balance of employees. Employees job satisfaction and retention not only linked with financial constraints and also with the struggle between their work and life. The development of organizations depend on how effectively employees are able to balance their professional life and personal life. In this research paper the objective is to study the work life balance policies of organization and employee's satisfaction towards policies and impact of work life balance of employees on organizational development. This research paper analyses the work life balance of nursing employees in bloom hospital. The simple random sampling is applied to choose respondents, a sample size of 80 nurses was chosen in order to analyse their views towards the current working schedules in the hospital and their satisfaction towards working hours.***
Keywords: Work life balance, Job satisfaction, Professional life, Personal life, Working schedules.

I. INTRODUCTION

The term Work Life Balance beginning was in 1986 because of the developing worries by people and organizations alike that work can impact upon the nature of family life and the other way around, along these lines offering ascend to the ideas of "family-work strife" (FWC) and "work-family struggle" (WFC).

The approaches and strategies set up by an organization for the representatives to effectively carry out their responsibilities and to give adaptability to deal with individual concerns or issues at their family.

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc.

Two things have added to the definition of work life balance where a healthy lifestyle comprises of work and family that are commonly strengthening the family encounters of labourers can advance their commitment to work and associations, and the other way around.

II. OBJECTIVES OF THE STUDY

The main purpose of this study is

A. To understand the current working schedules in bloom hospitals.
B. To study about the implementation of work life balance practices at bloom hospital.
C. To study the impact of work life balance on organizational development and employee's performance.

III. NEED AND IMPORTANCE OF STUDY

Work-Life balance of employees is important in many of the Government and Private Sector organizations for establishing and maintaining a productive work culture. Without creating a work-life balance a person isn't able to take time to enjoy the life they have worked so hard to create. They aren't available for friends and family members, and often take their stress out on the ones they love.

In hospitals nurses play a crucial role for the recovery of patients admitted in hospitals. Nurses need to work for extra hours, they need to work in shift systems, they will get a rotational week off, even they need to work without any festival holidays hence it will be difficult for them to manage their professional life and personal life This study is to analyze the work life balance of nursing employees at bloom hospital, the initiatives taken by the organization for work life balance and the level of employee satisfaction towards the initiatives and the impact of work life balance on their performance .

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IV. SCOPE OF THE STUDY

The study focuses on finding out the factors affecting work- life balance of employees in Blooms hospital. It identifies the extent to which the employees are able to balance the personal, social and professional life.

V. RESEARCH METHODOLOGY

A. Primary data

It is obtained from the direct personal & oral investigation of employees with a sample size of 80.

Secondary data

Secondary data is the data that have been already collected by and readily available from other sources like literature reviews, websites, articles, journals, magazines and text books.

VI. REVIEW OF LITERATURE

A. Santosh R. S., Jain R. (2016) in their paper "Study of Effect of Commuting &Working Hours on Work Life Balance of Working Fathers in Mumbai" proved that Long working hours and long commuting hours are seriously affecting the Work Life Balance of working fathers in metro cities. There is need to research and investigate further on this subject in order to improve lives and productivity of working men in metro cities of India. This study discusses about how long working hours effect the men, as they are not able to spend quality of time with his children. It mainly emphasis on working hours of fathers who are unable to spend much time with his children since they will reach home by late nights depending upon their work in the office.

B. Murthy M. and Shastra S. (2015) observed various issues in Work Life Balance of Parents in t the paper titled "A Qualitative Study on Work Life Balance of Employees working in private sector" like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, notable to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home... e.g. as a mother or as a daughter in law. This study illustrates mainly about the role of women in managing the work life and personal life. In her personal life woman plays different roles compared to men like taking care of children and house and work in the organization, so how women is able to balance all his work life is discussed.

C. Holly S. and Mohnen A. (2012) in the paper titled "Impact of working hours on work-life balance" connected working hours and satisfaction with desirable work-life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work- life balance results in high satisfaction. Their results show diverse perceptions and influences of job conditions on employees.

This study mainly focuses that in recent years, work–life balance has become a keyword for balancing working time and free time. In particular, time is a crucial resource for balancing work and life, because it can be allocated to either work or free time. Specifically, this study analyzes which factors influence working hour mismatches, as well as the effect of those mismatches on employee satisfaction.

VII. DATA ANALYSIS AND INTERPRETATION

A. Q1**.** How many days in a week do you normally work?

a. 5 days b. 6 days c. 7 days.

Particulars of Employees working Days

Particulars	5 days	6 days	7 days
Respondents	0	80	0
Percentage (%)	0	100%	0

Graphical representation showing the Number of working days of Employees in a week.

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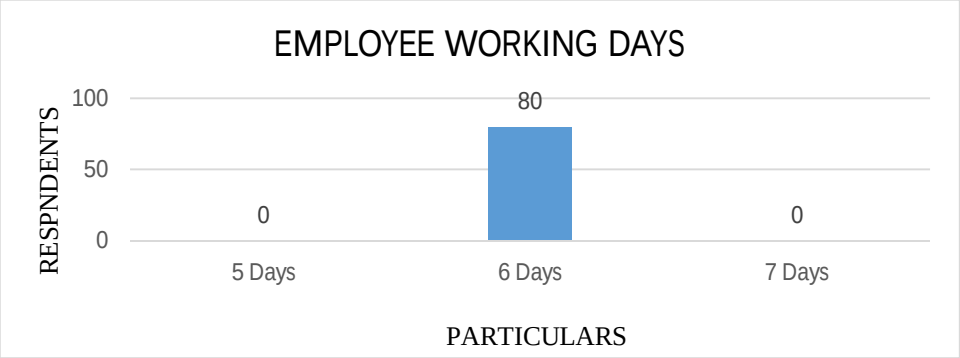


1) Interpretation

a) From the above graph it is clearly seen that employees work 6 days a week. With a rotational week off

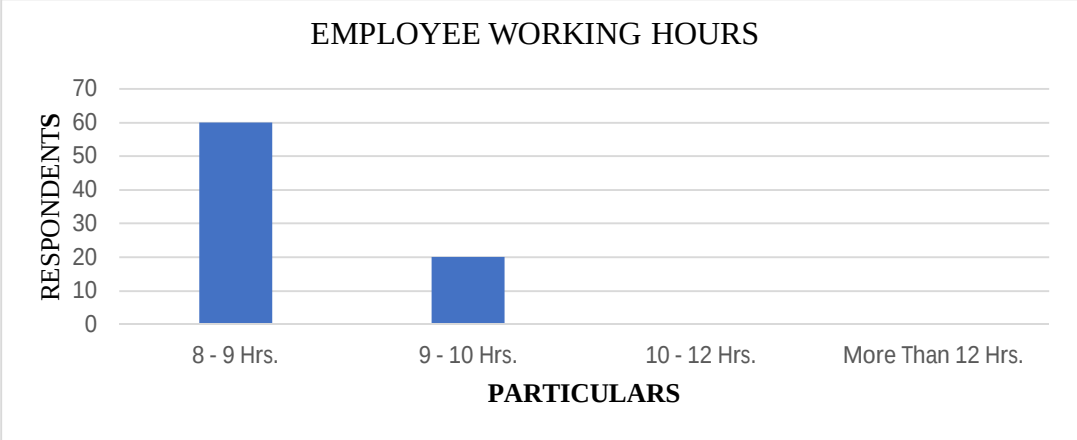
B. Q2**.** How many hours in a day do you work?

a. 8-9 b. 9 -10 c. 10-12 d. More than 12 hours

Particulars of Employee Work hours per day

Particulars	8 - 9 Hrs.	9 - 10 Hrs.	10 - 12 Hrs.	More Than 12 Hrs.
Respondents	60	20	0	0
Percentage (%)	75%	25%	0	0

Graphical representation showing Number of working hours in a day of Employees



1) Interpretation

a) From the above graph we can observe that 75% of the employees stated that they usually work for 8 – 9 hours per day.

b) 25% of employees stated that they work for 9-10 hours per day

C. Q3. How many hours a day do you spend on travelling when you are on duty?

a. Less than half an hour b. nearly one hour

c. nearly two hours d. More than two hours

Particulars of Employee Travelling time to work

Particulars	Less Than 1/2 Hr.	Nearly 1 Hr.	Nearly 2 Hrs.	More Than 2 Hrs.
Respondents	45	33	2	0
Percentage (%)	56.3%	41.3%	2.5%	0

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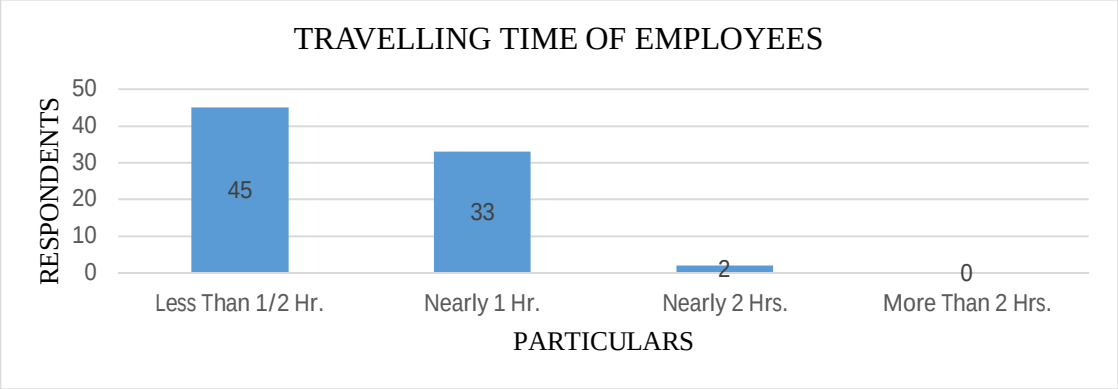
Graphical representation of travelling time of Employees.



1) Interpretation

a) From the above graph we can observe that 56.3% of the employees travel for less than half hour daily while going to work.

b) 41.3% of the employees travel for nearly one hour.

c) Only 2% of the employees travel for around two hours.

D. Q4**.** what are the initiatives your organization has taken for managing work life?

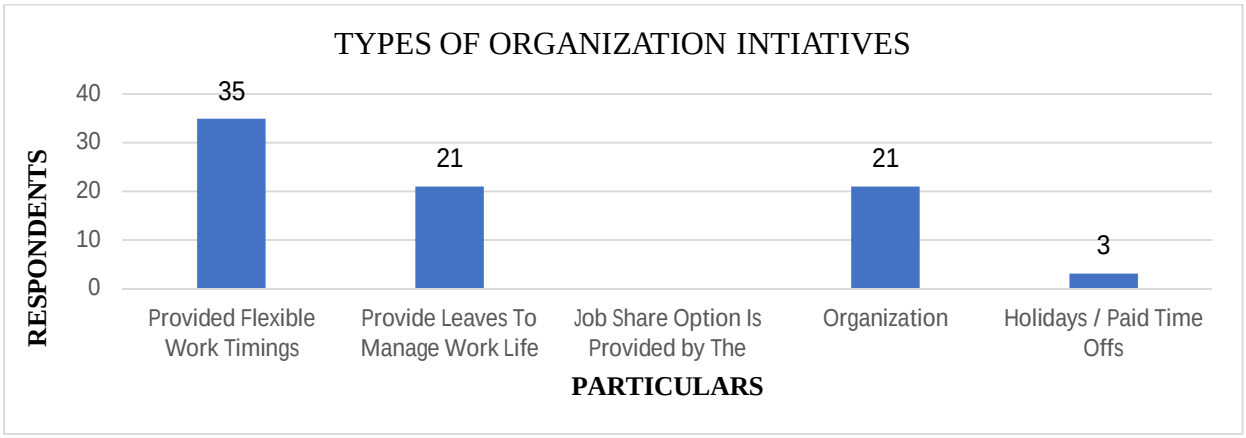
a. Provided Flexible work Timings. c. Job Share Option.

b. Provide leaves to manage work life. d. Holidays/paid time offs.

Particulars of kinds of initiatives take by Organization

Particulars	Flexible work timings	Provide leaves	Job share option	Holidays/paid time offs
Respondents	35	21	21	3
Percentage (%)	43.8%	26.2%	26.2%	3.7%

Graphical representation of types of initiatives taken by Management.



1) Interpretation

a) From the above graph it is seen that 43.8% of the employees responded that organization implements Flexible work timings.

b) 26.2 % of employees responded that organization implements provision of leaves to manage work life and Job sharing policy.

c) Only 3.7% of employees responded that organization implements Holidays and Paid offs.

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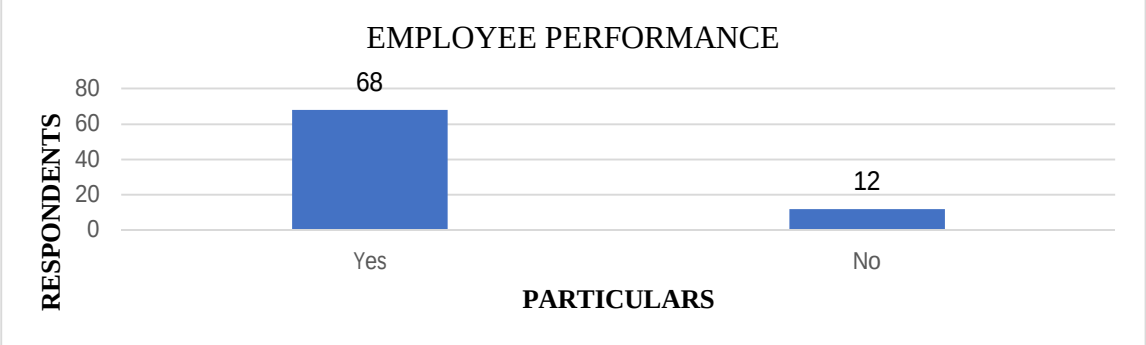
E. Q5**.** Do you think that work Life Management policy helps to increase performance of the employees in the organization?
a. Yes b. No

Particulars of employee performance with work life management policies.

Particulars	Yes	No
Respondents	68	12
Percentage (%)	85%	15%

Graphical representation of employee performance



1) Interpretation

a) From the above graph it is seen that 85% of the employees stated that work life balance increases the performance in the organization.

b) Only 15% of employees stated that work life balance does not increases the performance of employee.

VIII. FINDINGS AND CONCLUSION

A. Findings

1) The survey indicates that most of the employees spend time for travelling to the hospital from their residence

2) The survey indicates that 75% of employees rated organization provides flexible working hours and leave policy with work life management policy.

3) 62.5% of employees are highly satisfied and 13.75% of employees are satisfied with working hours of the organization.

4) The survey regarding the policies of managing work life balance, it is known that organization provides or follows policies of Flexible working hours, leave policy, job sharing and Holidays for its employees 43.8% employees feel flexible work timing is good, 26.3% of employees feel leave policy and job sharing and holidays makes managing work life better.

5) It is observed that 85% of employees in the organization felt that work life management policies help to increase the performance of employees in the organization.

IX. CONCLUSION

On an overall note, it shows that work life balance of employees plays a crucial role in every organization either increasing its effectiveness or ruining it. Bloom hospital as referred in the above takes utmost care for balancing its employees work and personal life in an equal manner so as to improve the productivity of the organization as well as to bring out the full potential of an individual. It the world of varying perspectives, employees feel good for some policies and not for some. But it is the foremost responsibility of the organization to structure a policy that every individual will be able to balance their professional and personal life and Bloom Hospital is trying for the same and improving in every aspect for its employee satisfaction.

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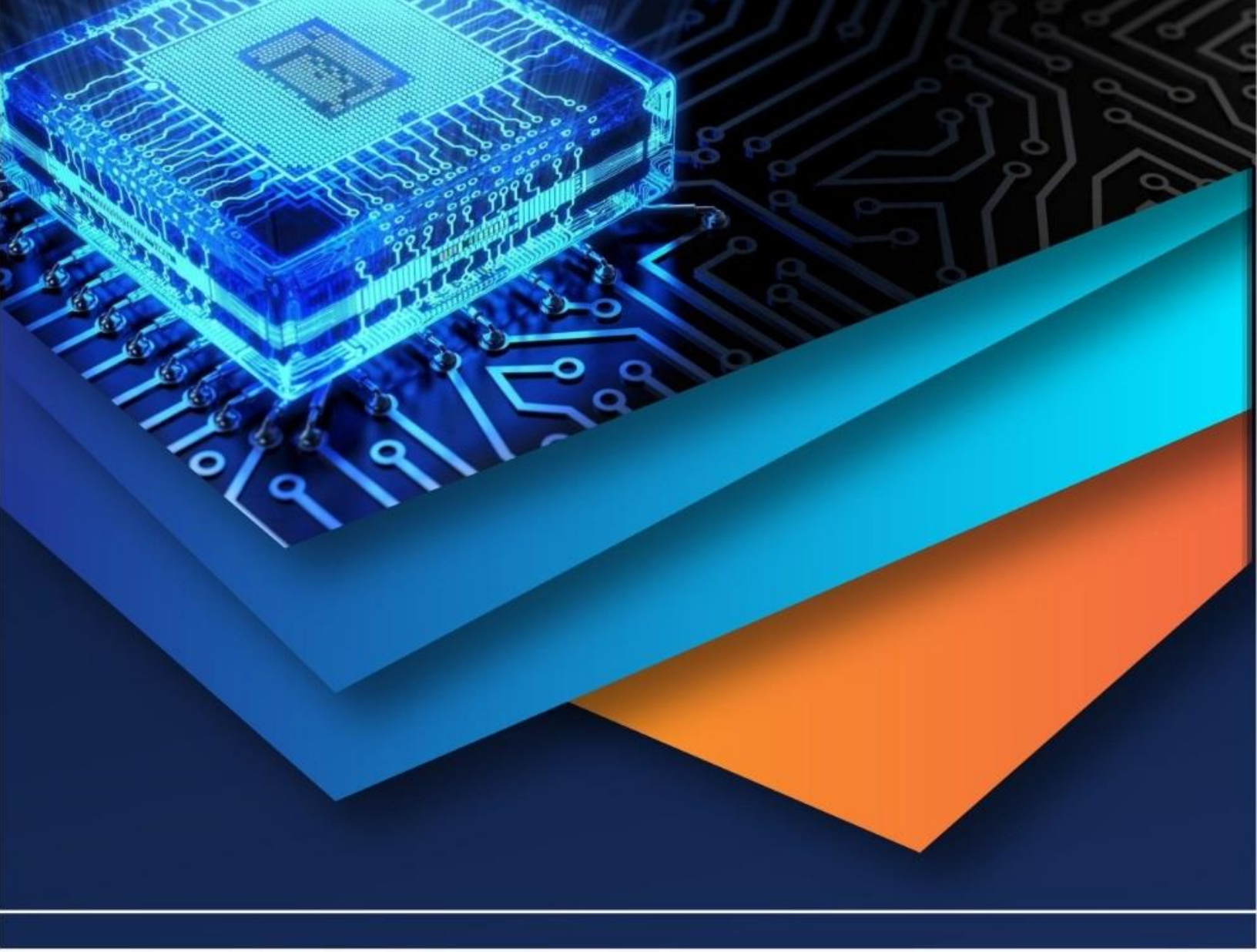

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