



A Study on factors affecting work life balance of female doctors

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Abstract: *Due to the requirement of juggling the responsibilities of home and work, the role of women today is considerably different than it was in the past. There have been a lot of studies done on the topic of work-life balance, but none of them has specifically looked at the situation of female doctors in Bangalore or provided any insight into it. Therefore, it is crucial to investigate the current state of the work-life balance for female doctors. Examining the work-life balance among female doctors in Bangalore is the primary goal of this research. The research's other stated goals include identifying the causes of the work-life imbalance and providing solutions for resolving the issue. The topic of work-life balance was surveyed by 220 female doctors working in private, well-known hospitals in Bangalore. The purpose of this research is to provide a useful contribution by increasing our understanding of how precarious female doctors' work-life balance currently is.*

Key Words: *work-life balance, female doctors, Hospitals.*

1. INTRODUCTION :

The term "work-life balance" (WLB) was used in the late 1970s to define the harmony between a person's professional and private spheres. This expression dates back to 1986 when it was first used in the USA. The rise in workload over the past three decades is generally attributed to advancements in IT and a more cutthroat business climate. An ever-increasing emphasis on productivity has weakened long-term loyalty and the "sense of corporate community" among workers.

Women are now contributing equally to the financial well-being of their families, thanks to a rise in the national percentage of working women and the overcoming of numerous inherent limitations in conventional ways of thinking (J. Sudha; Dr P. Karthikeyan, 2014). Women today are doing business in a wide variety of ways, both old-fashioned and out of the ordinary. The pressures of a full-time job are tough enough for anyone, but working women have additional challenges at home once the workday ends. Even a progressive, well-educated, and successful Indian woman has multiple responsibilities before and after marriage. Some examples of these responsibilities are being a husband, caretaker, or parent; overseeing routine domestic tasks; and volunteering or working in the community.

Because of their many responsibilities, women often put off taking care of themselves, even though they must prioritise their health and other personal pursuits. Things have changed, but not drastically, in recent years. Confrontations between work and personal life are inevitable when they overlap. By lowering stress levels, a healthy work-life balance can boost productivity. When doctors make mistakes, it often has a lasting effect on their patients and others around them. The benefits to one's health and relationships, as well as one's productivity at work, are too great to ignore, making this balance essential.

The career paths of women in medicine are fraught with obstacles, including bias, a lack of support, discrimination, bullying, harassment, conflict with coworkers, office politics, and more. Therefore, it is essential to provide a suitable working environment, a flexible work schedule, and strong family support to guarantee their needs are met, resulting in increased job satisfaction and consequently, superior medical care.



2. Objective of the Research :

- To understand the importance of work-life balance among women doctors
- To study the various factors influencing the work-life balance of women doctors.

3. Literature Review:

Although the notion of Work-Life Balance has been around since 1986, it seems that working women continue to struggle with juggling their professional and personal lives. There is a potential for work-life imbalance as a result of the multiple demands placed on modern women in their personal, familial, professional, and community spheres. Work-life balance is more likely to be utilised by female employees if the workplace culture is one of encouragement and support (Schueller-Weidekamm & Kautzky-Willer, 2012).

Some women find it simpler to leave the employment altogether if they don't receive adequate support from their employers (Zhao & Shang, 2011), while those who work in environments that are welcoming to women often find their professional goals and aspirations realised.

According to Arima (2016), WLB refers to the state in which an individual is equally invested in and satisfied by their work and family responsibilities. According to AlHazemi and Ali (2016), WLB "is a pattern of individuals combining their duties and dreams with peace and progress regardless of demographic factors like age, gender, race, etc." Several academics have noted the lack of consensus on how to define WLB (Addagabottu & Battu, 2015). WLB refers to a person's approach to prioritising their work and personal lives. In this context, "life" refers to things like health, pleasure, family, leisure, and spirituality, whereas "work" refers to things like career and ambition. Working-life balance (WLB) is the sweet spot where work and play meet, according to Arima (2016). The ability to maintain one's professional, personal, and social lives is also included. Personal contentment in one's roles at work and home is another phenomenon that can be explained by WLB. Women in the workforce regularly face trade-offs and sacrifices (Tripathi, 2017).

The importance of housework cannot be overstated, as evidenced by the finding that 75% of female doctors reported spending less time with their children and 44% of doctors had given preference to housework (Hossain, et al., 2019). Female medical professionals confront unique difficulties, according to a study, including discrimination based on gender and a lack of workplace safety and security, particularly in rural areas.

Siva Prasad K.I. and Dr P. T. Raveendran (2019) used their study statistical methods such as frequency distributions, analysis of variances, and correlations were used for the analysis. This essay is an effort to shed light on the challenges that female nurses at the Academy of Medical Science, Pariyaram face when trying to strike a healthy work-life balance. The results showed that women nurses had a generally positive work-life balance, but that hospital administration rarely pays attention to formalising work-life management policies.

(2020) Jadhav Tilekar, S., & Lele, V. explained that with a high quality of life at work, nurses, the largest group of healthcare providers, can better care for their patients. Nurses' working conditions should be respected as a result. Because of its negative impact on nurse and female doctor productivity, work-life balance has recently emerged as a pressing issue in private medical practises. Female medical professionals in the private sector were the primary research subjects.

4. Research Methodology :

The study employs descriptive research in the form of a survey to assess the link between the WLB (work-life balance) of female doctors and influencing factors (workload, family support, work environment, compensation and social factors) in the Bangalore area. In this method, responses were collected from 250 people and data was used from 220 completed surveys (88% response rate). In this study, a questionnaire in the form of Google Forms is employed to employ the quantitative approach. Respondents (female doctors) were contacted through email or a link to encourage them to take part in the survey. As a result, participants finish the survey in a reasonable amount of time, and researchers can design a questionnaire that is both aesthetically pleasing and easy to complete (Szwarc, 2005). The level of work-life balance with their influencing factors is analyzed using the Likert scale. The target respondents for the study are people using food online apps to order online food and the survey was conducted through a random sampling method. A semi-structured questionnaire was prepared and constituted of two sections: one about the details of respondents, and another section containing questions on research variables. Data were collected from both primary and secondary sources. The primary data were collected through a structured questionnaire based on the objectives. The secondary data were collected from books, websites, annual reports etc. Factors related to family, work and individual were collected by using 5 point Likert scale. The collected data was analyzed with the help of both relevant descriptive and inferential statistical tools such as Percentage analysis, regression analysis etc. Regression analysis is used to determine which equation best fits observations of dependent and independent variables (WLB factors).



4.1 Research Hypothesis Development

Having a healthy work-life balance means striking a good balance between personal and professional obligations. Maintaining a healthy work-life equilibrium is challenging in today's fast-paced, always-connected world (Dr Saloni Pahuja, 2016). Dual-earner couples are on the rise in urban India, and for modern women, jobs and family have become central roles in their identities (Shobha Sundaresan, 2014). A more varied workforce and a larger requirement of employees to combine work and non-work life have resulted from demographic changes such as the rising proportion of women in the workforce and dual-career families (Bharat, 2003). The encouragement of their partners, their superiors, and their families was crucial to their success in the workplace.

The likelihood of women experiencing conflict between their work and family roles was found to increase with the number of hours worked per week, the amount and frequency of overtime, an inflexible work schedule, an unsupportive supervisor, and an inhospitable work culture (Krishna Reddy et al., 2010). According to research by Rincy and Panchanatham (2011), women business owners' work and personal lives become unbalanced due to variables like role overload, dependent care concerns, poor health, poor time management, and a lack of sufficient family support. Santhi and Sunder (2012) concluded that the organization's supportive environment and the provision of welfare measures are the most important factors in achieving work-life balance, followed by flexible scheduling, child care, and leisure activities.

Even in the healthcare industry, many hospitals and other organisations have begun developing policies to help their staff strike a better balance between work and personal life. According to Poelmans and Caligiuri (2008), a policy of work-life harmony can alleviate stress and boost productivity in both the professional and personal spheres. There are various ways to categorise work-life balance, according to experts. These include a company's public image, the potential for new job creation, fiscal responsibility, and the quality of transactions in the community. Long hours at the office can take a toll on workers' health by increasing their exposure to stress and fatigue, which can have a cumulative effect over time (Schneider, Windel, Zwingmann 2002). Longer hours at the office mean less time for fun and relaxation on the weekend. We're social creatures that thrive when we're surrounded by our friends, families, and the wider community. However, your hectic job and family schedule may leave little room for fun and relaxation.

Employees face a heavy burden due to the presence of family members who rely on them, such as children, spouses, and parents. A family is the smallest social unit. They need the mental tranquility that comes from having a healthy and harmonious family, and we all adore our families. Parents place a premium on their children's education, and youngsters are

4.2 Hypothesis

H1: Work load influence Work life balance.

H2: Family support influence Work life balance.

H3: Work environment influence Work life balance.

H4: Compensation and rewards influences Work life balance.

H5: Social factors influences Work life balance

5. Results and Discussion :

Table 1 provides in-depth demographic data. Whereas female doctors whose age between the ages of 18 and 35 are the largest percentage (76.4%) . The greatest income bracket among respondents was those making between 500,000 to 7,00,000 per year (45.5% of the total).

Table1; Details of the respondents (N=220):

Characteristics		Frequency	Percent
Age	Below 18 years	3	1.4
	18-35 years	168	76.4
	36-54 years	31	14.1
	55 years or above	18	8.2
Annual Income	Up to 5,00,000	75	34.1
	5,00,000-7,00,000	100	45.5
	8,00,001-10,00,000	27	12.3
	Above Rs. 10,00,000	18	8.2

(Source: Primary Survey)



Table 2: Correlation among variables

The below table explained about the correlation between all the influential factors. The correlation between work life balance and family support is highest 0.586 followed by compensation and reward 0.455 and work load 0.443. All the correlation values are positive.

Items	Work life balance	Work load	Family support	Work environment	Compensation and rewards	Social factors
Work life balance	1	.443**	.586**	.410**	.455**	.384**
Work load	.443**	1	.474**	.329**	.492	.401**
Family support	.586**	.474**	1	.360**	.428**	.369**
Work environment	.410**	.329**	.360**	1	.505**	.308**
Compensation and rewards	.455**	.492**	.428**	.505**	1	.379**
Social factors	.384**	.401**	.369**	.308**	.379**	1

** indicates correlation significant at 0.01 level.

Table 2 the Correlation of work life balance(criterion variable) is positive and significant with all the factors as p value for relationship is less than 0.05.

Influence of factors on work life balance of female doctors:

Work load, family support, work environment, compensation & rewards and social factors were all examined as potential predictors of work life balance using multiple regression analysis. Prior to performing the regression test, it is verified that the multicollinearity assumption was not violated.

Table 3: Multi-collinearity Tests

Independent Variables	Tolerance	VIF	Durbin-Watson
Work load	.962	1.040	1.844
Family support	.727	1.375	
Work environment	.711	1.407	
Compensation and rewards	.646	1.547	
Social factors	.791	1.264	

Source: Primary Survey

Note: VIF = variance inflation factor

When the inflation factor of a variable is greater than 5, there will be significant multicollinearity in the data. If the VIF is less than one, the variables are not associated, and if it is greater than five, the correlations are strong. Through the use of the variance inflation factor (VIF) and the tolerance value, it was determined if there was a significant degree of correlation between any two independent variables (predictors). There are no multicollinearity issues, as shown by the VIF and Tolerance values in table 3 being below the threshold value. The Durbin-Watson test (DW = 1.844) further demonstrates that the residuals are not auto correlated between the 1.5 and 2.5 critical values.

Table 4 : ANOVA

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	47.187	5	9.437	52.752	.000
	Residual	38.285	214	.179		
	Total	85.472	219			

(Source: Primary Survey)



The regression model is statistically significant in predicting the dependent variable (work life balance), as shown by the F-test value =52.752 at the p less than 0.05 (p=0.000) level of significance in ANOVA table 4.

Table 5: Coefficients of Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.091	.204		5.353	.000
	Work load	0.202	.026	0.352	7.812	0.000
	Family support	0.245	.037	0.364	6.557	0.000
	Work environment	0.123	.042	0.159	2.931	0.004
	Compensation and rewards	0.101	.044	0.132	2.316	0.021
	Social factors	0.089	.030	0.155	3.010	0.003
Dependent Variable: Work life balance						

(Source: Primary Survey)

Table 5 displays the coefficients of a multiple regression model that explains the effect of several factors on worklife balance of female doctors. Coefficients not normalized One unit change in the DV (Dependent variable) will result in a one-unit change in the B value of the DV; a positive sign indicates an increase in the DV, while a negative sign indicates a drop.

The standardized coefficient (β) values inferred the impact of the independent variable on the dependent variable. Work load beta is $\beta = 0.352$, $p = 0.000$, since p value less than 0.05, hypothesis H1 was supported.

Work life balance is positively and significantly affected by family support. The β value for this path is $=0.364$ with $p = 0.000$, which is less than 0.05. Thus, hypothesis H2 is accepted.

Similarly, work environment terms ($\beta = 0.159$, $p = 0.004$), compensation and rewards ($\beta = 0.132$, $p = 0.021$) and social factors ($\beta = 0.155$, $p = 0.003$) significantly influenced work life balance. The p value for all these paths is less than 0.05 with t-value above 1.96, confirmed the acceptance of hypotheses H3, H4 and H5. Based on standardized regression coefficients the influence of family support on work life balance is highest amongst other factors.

Many doctors have given their entire careers to helping others and protecting patient safety at no financial gain to themselves. However, there are still gaps in hospital services and policies. Since women are steadily outnumbered in the medical field in Bangalore, the administration should make every effort to promote gender equality and facilities in the workplace for better work environment.

Table 6: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.743	0.552	0.542	0.42297

Table 6 shows that there is a modest level of association, represented by a R value of 0.743. $R^2 = 0.552$ indicates that 55% of the variation in work life balance can be attributed to the independent factors.

When workers are happy in their jobs, they are more likely to put up their best effort. Happiness at work is a reality for many people. Successful workers know how to strike a balance between their professional and personal lives. Today's workplaces are fraught with difficulties that permeate every aspect of an employee's life. There will be an inevitable decline in productivity as a result of this. Female doctors make up a sizable portion of this group and are particularly vulnerable to exploitation in India due to low morale, family challenges, lack of benefits, and an uncertain work environment.



6. Conclusion and Implications :

Women's increased participation in the labour field over the past few decades has had a profound impact on the structure of families everywhere. If a company's policies and the people behind them truly care about its employees, they will encourage a healthy work-life balance. High productivity and mass production have led to fewer workers and longer shifts for those that remain. Therefore, extended shifts pose serious health risks to workers. The ability to manage one's time well will make workers more prepared for whatever difficulties they may encounter. When employees are under too much pressure due to poor time management, productivity suffers. People's spirits can be lifted when they engage with supportive social networks such as their families, friends, and communities. Most people's involvement in social and leisure activities is dwindling as a result of growing demands from job and family life. Doctors have a lot on their plates when they treat family members who are dependent on them. They must make sacrifices in order to take proper care of their dependents. Caregiving responsibilities are a touchy subject. Since developing brains require a great deal of care and love. Bonding with children is difficult and can be damaged if parents don't make the time for it. The health of employees must be managed at all costs, or else problems will have a domino effect on the lives of doctors. Numerous medical professionals, who routinely put their patients' needs before their own, consult psychologists for advice on striking a healthy work-life balance.

One of the few sectors that operates nonstop for the benefit of all inhabitants of any country is the health service sector. As a result, the health care industry requires its workers to be physically and mentally fit. Those women in the medical profession who experience emotional or physical strain as a result of their jobs are known as female doctors. Their job schedules prevent them from spending time with their loved ones and improving their own well-being, causing friction between their personal and professional lives. Many working women say they are overwhelmed by the demands of their careers and households.

It's important to keep things in check on both the home and work fronts. Finding a good work-life balance is essential for achieving overall happiness, which includes job satisfaction. Medical professionals face rising challenges as they strive to improve patients' lives for the better via selfless, committed care. Workers in the healthcare industry must exercise extreme caution at all times. Therefore, healthcare workers are under significant stress. In the event of an emergency, doctors and nurses must attend to patients during non-standard working hours, regardless of whether or not they have children or other dependents at home. They may be required to work irregular hours or late into the night, among other tasks that could affect their work-life balance.

Having a decent work-life balance is something almost everyone strives towards. Negative consequences on our well-being, relationships, and productivity at work could accumulate without it. However, many female physicians struggle to strike this balance due to the demands of their employment, their unpredictable work hours, or their reluctance to say no when asked for aid.

Some of the recommendations for striking a healthy work-life balance are

- Make sure your personal and professional lives are in harmony.
- Get your spouse or any partner together and talk about the expectation you have for the relationship.
- Limit your interactions with patients without losing your patient-centered empathy or the trust of your clients.
- Establish and maintain limits and boundaries on your time at home and in the workplace.
- Find and learn from role models who can effectively manage their time.
- Have the hard but necessary talks about the conflicts in your life. Dealing with and getting past disagreement may do wonders for your outlook and outlook on life.
- Make preparations to spend time with loved ones on a consistent basis, then do so. Make it a priority to sit down and eat meals as a family on a regular basis. It may require some sacrifice on everyone's part, but achieving this goal will be well worth the effort.

It is essential to provide sufficient consideration to the WLB of its personnel, particularly the medical experts, since the Healthcare sector becomes increasingly demanding. WLB is a major challenge for women in the medical field and requires a healthy body and mind to overcome. This can be accomplished with the help of favourable working conditions, a secure and safe workplace, a versatile work schedule, and encouraging loved ones at home.

7. Limitation and future research suggestions

There is a lack of consistency across the variables and a lack of objectivity and completeness in the results because the model used in this study does not fully list the factors impacting work life balance. Second, the sample size is quite small and the respondents are primarily female doctors living in metropolitan areas. Moreover, this study relied



entirely on an online survey, thus different methods of data gathering may be developed in subsequent studies. The study has chosen allopathic female doctors working in private hospitals further study can be done on larger population.

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