



## **STUDY OF WORK-LIFE BALANCE AMONG NURSES**

### **Project Report**

**Submitted By**

**Varna Lucy Antony (Reg. No. SB22BMS032)**

**Under the guidance of**

**Dr. MINU MARY JOSEPH**

In partial fulfilment of the requirements for the award of the degree of

**Bachelor of Management Studies (International Business)**



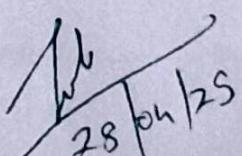
**ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM COLLEGE WITH**

**POTENTIAL FOR EXCELLENCE**

**Nationally Re-Accredited at 'A++' Level (Fourth Cycle)**

**3<sup>rd</sup> Rank in KIRF Ranking 2024, 46<sup>th</sup> NIRF Ranking 2024**

**March 2025**

  
28/04/25  
**Dr. TESSA ARAKAL**

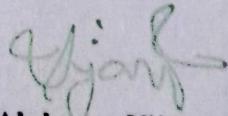
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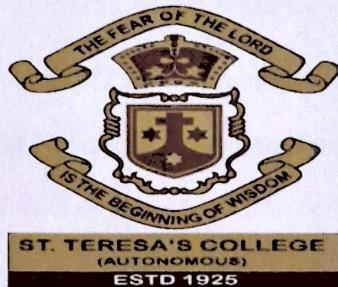
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25/4/2025  
Date:

  
**Dr. Alphonsa Vijaya Joseph**

**PRINCIPAL**

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Dr. Minu Mary Joseph

Date: 28.4.2025

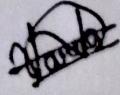
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## **DECLARATION**

*I, VARNA LUCY ANTONY, Reg. No. SB22BMS032, hereby declare that this project work entitled "Study of Work-Life Balance among Nurses" is my original work.*

*I further declare that this report is based on the information collected by me and has not previously been submitted to any other university or academic body.*

**Date: 28.04.2025**



**VARNA LUCY ANTONY**

**Reg No: SB22BMS032**



i

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## TABLE OF CONTENTS

<b>CHAPTER NO</b>	<b>TITLE</b>	<b>PAGE NO</b>
	<b>LISTS OF TABLES AND FIGURES</b>	vii
	<b>AKNOWLEDGEMENT</b>	ix
	<b>EXECUTIVE SUMMARY</b>	x
<b>ONE</b>	<b>INTRODUCTION</b>	1
	1.1 INTRODUCTION TO STUDY	2
	1.2 STATEMENT OF PROBLEM	2
	1.3 LITERATURE REVIEW	3
	1.4 SIGNIFICANCE OF STUDY	4
	1.5 SCOPE OF STUDY	4
	1.6 OBJECTIVES OF STUDY	4
	1.7 CONCEPTUAL MODEL	5
	1.8 RESEARCH HYPOTHESIS	5
	1.9 RESEARCH METHODOLOGY	5
	1.9.1 DEFINING VARIABLES	5
	1.9.2 SAMPLING	6
	1.9.2.1 POPULATION	6
	1.9.2.2 SAMPLE SIZE	6
	1.9.2.3 SAMPLING TECHNIQUE	6
	1.9.3 DATA COLLECTION	7

	1.9.3.1 TOOLS USED FOR DATA COLLECTION	7
	1.9.3.2 DATA ANALYSIS TECHNIQUES	7
	1.10 LIMITATIONS OF STUDY	8
<b>TWO</b>	INDUSTRY PROFILE	9
	2.1 HEALTHCARE INDUSTRY	10
	2.2 IMPORTANCE OF WORK-LIFE BALANCE	10
	2.3 CHALLENGES FACED BY MEDICAL INDUSTRY	10
	2.4 TYPES OF HOSPITALS	11
<b>THREE</b>	DATA ANALYSIS AND INTERPRETATION	12
	3.1 DATA ANALYSIS AND INTERPRETATION	13
	3.3 INFERENTIAL STATISTICS	25
	3.4 HYPOTHESIS TESTING	25
<b>FOUR</b>	4.1 FINDINGS	30
	4.2 SUGGESTIONS	32
	4.3 CONCLUSION	34
	REFERENCES	36
	ANNEXURE	38

## LIST OF TABLES AND FIGURES

<b>TABLE AND GRAPH NO</b>	<b>TABLE AND GRAPH</b>	<b>PAGE NO</b>
<i>Figure 1.7.1</i>	<i>conceptual model: study of work-life balance among nurses</i>	5
<i>Bar chart 3.2.1(a)</i>	<i>graphical representation of respondent's age</i>	14
<i>Bar chart 3.2.1(b)</i>	<i>graphical representation of respondent's gender</i>	15
<i>Bar chart 3.2.1(c)</i>	<i>graphical representation of respondent's educational qualification</i>	16
<i>Bar chart 3.2.1(d)</i>	<i>graphical representation of respondent's marital status</i>	17
<i>Bar chart 3.2.1(e)</i>	<i>graphical representation of respondent's selection of profession with interest</i>	18
<i>Bar chart 3.2.1(f)</i>	<i>graphical representation of respondent's years of experience</i>	19
<i>Bar chart 3.2.1(g)</i>	<i>graphical representation of is there a shift system in respondent's hospital</i>	20
<i>Bar chart 3.2.1(h)</i>	<i>graphical representation of do respondent's work in shift system</i>	21
<i>Bar chart 3.2.1(i)</i>	<i>graphical representation of shift respondent's follow</i>	22
<i>Bar chart 3.2.1(j)</i>	<i>graphical representation of do respondent's happy with shift system</i>	23
<i>Bar chart 3.2.1(k)</i>	<i>graphical representation of does respondent's shift change frequently</i>	24
<i>Bar chart 3.2.1(l)</i>	<i>graphical representation of do respondent's feel stressed because of the change in the system</i>	25
<i>Table 3.2.1(a)</i>	<i>tabular representation of respondent's age</i>	13
<i>Table 3.2.1(b)</i>	<i>tabular representation of respondent's gender</i>	14

<i>Table 3.2.1(c)</i>	<i>tabular representation of respondent's educational qualification</i>	15
<i>Table 3.2.1(d)</i>	<i>tabular representation of respondent's marital status</i>	16
<i>Table 3.2.1(e)</i>	<i>tabular representation of respondent's selection of profession with interest</i>	17
<i>Table 3.2.1(f)</i>	<i>tabular representation of respondent's years of experience</i>	18
<i>Table 3.2.1(g)</i>	<i>tabular representation of is there a shift system in respondent's hospital</i>	19
<i>Table 3.2.1(h)</i>	<i>tabular representation of do respondent's work in shift system</i>	20
<i>Table 3.2.1(i)</i>	<i>tabular representation of shift respondent's follow</i>	21
<i>Table 3.2.1(j)</i>	<i>tabular representation of do respondent's happy with shift system</i>	22
<i>Table 3.2.1(k)</i>	<i>tabular representation of does respondent's shift change frequently</i>	23
<i>Table 3.2.1(l)</i>	<i>Tabular representation of do respondent's feel stressed because of the change in the system</i>	24
<i>Table 3.4(a)</i>	<i>tabular representation of model summary</i>	26
<i>Table 3.4(b)</i>	<i>tabular representation of Anova</i>	27
<i>Table 3.4(c)</i>	<i>tabular representation of coefficients</i>	27

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**VARNA LUCY ANTONY**

## EXECUTIVE SUMMARY

This study examines the work-life balance among nurses, focusing on how factors such as stress, anxiety, burnout, and job satisfaction affect their professional and personal lives. Nursing, a high-demand and emotionally taxing profession, often leads to significant work-related stress and anxiety due to long shifts, high patient loads, and the emotional strain of caregiving. These pressures contribute to burnout, a state of physical and emotional exhaustion that significantly diminishes job satisfaction. The study reveals that burnout and high stress levels are directly linked to a poor work-life balance, as nurses struggle to meet the demands of their job while maintaining personal well-being and fulfilling family or social responsibilities. Additionally, the study highlights the negative impact of these challenges on nurses' mental and physical health, leading to increased absenteeism, reduced job performance, and high turnover rates within the nursing profession.

The research underscores the need for systemic changes within healthcare organizations, such as implementing flexible scheduling, providing mental health resources, improving staffing levels, and fostering a supportive work environment to alleviate stress and promote a healthier work-life balance. By addressing these critical factors, healthcare institutions can enhance job satisfaction, reduce burnout, and improve overall nurse retention and patient care outcomes. Ultimately, the study emphasizes the importance of prioritizing nurse well-being, not only for the benefit of the workforce but also for the long-term effectiveness and sustainability of healthcare systems.

# CHAPTER 1

## INTRODUCTION

## **1.1 INTRODUCTION TO STUDY**

Nurses play a critical role in healthcare delivery, but they often face significant challenges that impact their work-life balance. This study aims to explore the factors influencing Work-Life balance among nurses and their implications for individual well-being and patient care.

Stress occurs when pressure exceeds your perceived ability to cope. S. Palmer, 1999.

David Barlow defines Anxiety as a future-oriented mood state where a person is not prepared to cope with negative events.

Burnout is defined as the end state of long-term chronic stress (Maslach, 2003), and is a syndrome represented by three dimensions; mental fatigue or emotional exhaustion, negative feelings and perceptions about the people one works with or depersonalization, and a decrease in feelings of personal accomplishment

Edwin A. Locke's Range of Affect Theory (1976) is arguably the most famous job satisfaction model. The main premise of this theory is that satisfaction is determined by a discrepancy between what one wants in a job and what one has in a job

Understanding how work-life balance interacts with these variables is critical for developing strategies to improve the well-being of nurses. The findings from this study could provide valuable insights for healthcare organizations to implement policies that foster a healthier work environment, ultimately improving both nurse welfare and patient care.

## **1.2 STATEMENT OF PROBLEM**

The nursing profession is inherently demanding, often leading to high levels of stress, anxiety, and burnout, which can severely impact nurses' work-life balance and job satisfaction. Chronic stress from long hours, high patient loads, and emotional challenges can contribute to anxiety and feelings of inadequacy, while burnout manifests as emotional exhaustion and detachment from work. These factors not only diminish nurses' overall well-being but also affect their job satisfaction, potentially leading to increased turnover and compromised patient care. Therefore, it is crucial to examine the interplay between these variables to identify effective strategies that

support nurses in achieving a healthier work-life balance, enhancing their job satisfaction, and ultimately improving the quality of care they provide.

### **1.3 LITERATURE REVIEW**

Sarla G. S. and Sandhu M. (2024) defined work-life balance as essential for nurses' well-being. Their study in Ferozepur, Punjab, found that family responsibilities caused stress and hindered career development. Nurses favoured flexible hours, childcare facilities, and adequate leave. The study recommends policies to improve work-life balance, enhance nurse well-being, and reduce attrition.

Siva Prasad K.I. and P.T. Raveendran (2019) highlighted the rapid growth of India's healthcare industry and the crucial role of nursing professionals. However, female nurses face challenges affecting their work-life balance, including work overload, inadequate compensation, and shift work, especially night shifts. High workloads and overtime can lead to physical and emotional exhaustion, while low salaries, combined with family financial responsibilities, contribute to stress, job dissatisfaction, and higher turnover intentions among nurses.

Lisa Santhosh, Jawahar S.K. Pillai, and Siddhartha Mishra (2023) studied work-life balance among nurses in tertiary care hospitals. They found that both work-related factors like job role and shifts and family factors such as household chores and dependents impact nurses' balance. The study highlights the need for policies that address both professional demands and personal responsibilities to improve nurses' well-being.

Zephania Martha sari Sibuea, Marina Sulastiana, and Efi Fitriana (2024) reviewed factors influencing nurses' quality of work life. Key factors include work environment staffing, resources, and safety, workload, organizational support recognition and professional development, work-life balance, and interpersonal relationships. Addressing these factors can improve job satisfaction, retention, and patient care, fostering a supportive and sustainable nursing workforce.

G. Suguna and C. Eugine Franco (2017) explored work-life balance challenges for nurses in private hospitals. Nurses often sacrifice personal time for career success, leading to stress and strained relationships. The study examines the socio-economic profiles of nurses and strategies to better balance personal and professional lives.

Shaileshri V.T. Rao (2021) reviewed work-life balance challenges for female healthcare professionals, highlighting how demanding conditions like night shifts and long hours affect their

personal well-being. The study stresses the need for supportive work environments to help women balance work and personal life, improving both their well-being and patient care.

## **1.4 SIGNIFICANCE OF THE STUDY**

Studying work-life balance among nurses is crucial because it directly affects their stress, anxiety, burnout, and overall job satisfaction. Nurses often work long hours and handle high patient loads, which can lead to chronic stress and emotional exhaustion. By identifying the factors that impact work-life balance, healthcare organizations can develop strategies to alleviate these negative effects. A better balance helps nurses manage both personal and professional responsibilities more effectively, reducing anxiety and burnout. Ultimately, when nurses achieve a healthier balance, they experience greater job satisfaction, which not only improves their well-being but also enhances patient care.

## **1.5 SCOPE OF STUDY**

Studying work-life balance among nurses covers several aspects that influence their mental health and job performance, with a particular focus on stress, anxiety, burnout, and job satisfaction. This research examines how factors like shift patterns, workload, organizational support, and personal responsibilities affect nurses' ability to maintain a healthy work-life balance. By exploring these connections, the study seeks to identify effective strategies and interventions that can reduce stress, prevent burnout, and improve job satisfaction. The findings could also guide healthcare policies and practices, leading to better working conditions and improved patient care outcomes.

## **1.6 OBJECTIVES OF STUDY**

- To evaluate how work-life balance influences levels of stress and anxiety among nurses.
- To investigate the relationship between work-life balance and burnout rates in nursing professionals.
- To analyse how a healthy work-life balance contributes to overall job satisfaction among nurses

## **1.7 CONCEPTUAL MODEL**

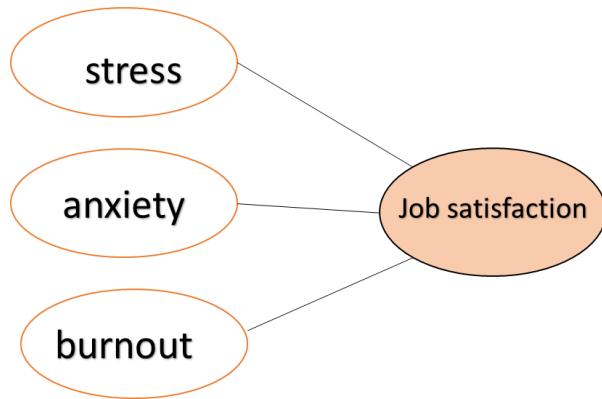


Figure 1.7.1 Conceptual Model

## **1.8 RESEARCH HYPOTHESIS**

**Hypothesis 1 (H1):** Stress negatively affects job satisfaction.

**Hypothesis 2 (H2):** Higher levels of anxiety lead to lower job satisfaction

**Hypothesis 3 (H3):** Increased burnout is associated with decreased job satisfaction.

## **1.9 RESEARCH METHODOLOGY**

### **1.9.1 DEFINING VARIABLES**

Stress occurs when pressure exceeds your perceived ability to cope. S. Palmer, 1999.

David Barlow defines Anxiety as a future-oriented mood state where a person is not prepared to cope with negative events.

Burnout is defined as the end state of long-term chronic stress (Maslach, 2003), and is a syndrome represented by three dimensions; mental fatigue or emotional exhaustion, negative feelings and perceptions about the people one works with or depersonalization, and a decrease in feelings of personal accomplishment

Edwin A. Locke's Range of Affect Theory (1976) is arguably the most famous job satisfaction model. The main premise of this theory is that satisfaction is determined by a discrepancy between what one wants in a job and what one has in a job

Independent Variables: Stress, Anxiety, Burnout

Dependent Variable: Job Satisfaction

## **1.9.2 SAMPLING**

### **1.9.2.1 POPULATION**

The population in sampling refers to the entire group of people or things that you want to study or gather information from. In this survey, the population comprises the nurses working in different healthcare settings.

### **1.9.2.2 SAMPLE SIZE**

Sample size comprised of 79 respondents. The survey will be distributed through platforms like WhatsApp and Instagram to easily reach nurses and gather diverse responses. This method helps ensure a broad and representative sample for analysing factors like stress, burnout, anxiety, and job satisfaction.

### **1.9.2.3 SAMPLING TECHNIQUE**

There are two types of sampling technique probability sampling where everyone has an equal chance of being selected and non-probability sampling where selection is based on specific criteria or convenience. The choice of technique depends on the research goals, accuracy, and available resources.

For this research non – probability sampling technique is used where nurses are selected based on their availability and willingness to participate.

The sampling technique for the study on work-life balance among nurses will involve selecting participants based on specific criteria such as their role in healthcare settings, experience level. This approach allows for a comprehensive understanding of work-life balance issues, including stress, burnout, anxiety, and job satisfaction, among nurses with various experiences

### **1.9.3 DATA COLLECTION**

Data Collection is the process of gathering and measuring information on targeted variables in an established system, which then enables one to answer relevant questions and evaluate outcomes. For the study of work-life balance among nurses, data will be collected using both primary and secondary methods.

The primary data will be gathered through an online survey, which will include questions on stress, anxiety, burnout, and job satisfaction. The survey will combine closed-ended questions using Likert scales and open-ended questions for personal insights.

Secondary data will be collected from existing literature, such as studies, reports, and healthcare statistics, to provide a broader context for understanding the factors influencing nurses' work-life balance. This mixed-method approach ensures a comprehensive analysis of the topic.

#### **I.9.3.1 TOOLS USED FOR DATA COLLECTION**

The tools used for data collection in the study of work-life balance among nurses will include questionnaires. These tools will help gather responses on topics like stress, burnout, anxiety, and job satisfaction. The online format makes it easy for participants to complete the survey at their convenience and provides efficient data collection.

The questionnaire mainly consists of Likert scales ranging between 1- Strongly Disagree, 2- Disagree, 3- Neutral, 4- Agree, 5- Strongly Agree. Nominal scales were also included.

#### **1.9.3.2 DATA ANALYSIS TECHNIQUES**

Entire data has been analysed using SPSS (version 20) software. The tools used for analysis is SPSS for this research as follows:

1. Percentage Analysis
2. Multiple Linear Regression Analysis

## **1.10 LIMITATIONS OF STUDY**

- The online format may exclude nurses who are less familiar with technology or lack internet access, leading to a non-representative sample.
- Online surveys often have a low response rate, which can make the results less reliable and harder to generalize.
- Adding more questions will become harder as the research was done in conjunction with academic work.

CHAPTER -2  
INDUSTRY PROFILE

## **2.1 HEALTHCARE INDUSTRY**

Work-life balance is an essential aspect of any profession, and it is particularly crucial in the healthcare industry, where employees, especially nurses, often work long and demanding hours. Nurses play a vital role in patient care, but their physical and emotional well-being is often compromised due to the high-pressure work environment. This report explores the study of work-life balance among nurses, focusing on the challenges they face and the impact of work-life balance on their personal and professional lives.

## **2.2 IMPORTANCE OF WORK-LIFE BALANCE**

- Reduces Stress- Helps prevent burnout and emotional exhaustion by balancing work and personal life.
- Improves Health- Allows time for rest, exercise, and self-care, improving both physical and mental health.
- Better Relationships- Helps maintain strong connections with family and friends, improving emotional well-being
- Increases Job Satisfaction- People are happier in their jobs when they have time for personal activities and relaxation.
- Improves Quality of Life- Helps individuals enjoy life outside of work, leading to greater happiness and balance.

## **2.3 CHALLENGES FACED BY MEDICAL INDUSTRY**

- Staff Shortages- Many hospitals and clinics struggle to hire enough healthcare workers, leading to heavy workloads for existing staff.
- Burnout- Long working hours, high stress, and emotional strain lead to burnout among healthcare workers, especially nurses and doctors
- Rising Costs- Healthcare costs are increasing, making it difficult for both patients and healthcare providers to afford necessary treatments and services.
- Patient overload- The high number of patients, especially during emergencies or pandemics, puts pressure on healthcare systems and workers.
- Lack Of Resources- Insufficient medical equipment, supplies, and technology can affect the quality of patient care.

## **2.4 TYPES OF HOSPITALS**

- Public Hospitals- Funded and operated by government entities, typically aimed at providing affordable care to the population.
- Private Hospitals- Owned and operated by private entities, usually providing premium services for patients who can afford higher medical expenses.
- Non-Profit Hospitals- Hospitals that reinvest into the services they provide, rather than distributing profits to shareholders.
- Specialized Hospitals- Institutions focused on a particular field such as a psychiatric hospital, cancer treatment centres, children's hospitals.
- Teaching Hospitals- Often affiliated with universities and serve as centres for medical research and training.

## CHAPTER- 3

# DATA ANALYSIS AND INTERPRETATION

### **3.1 DATA ANALYSIS AND INTERPRETATION**

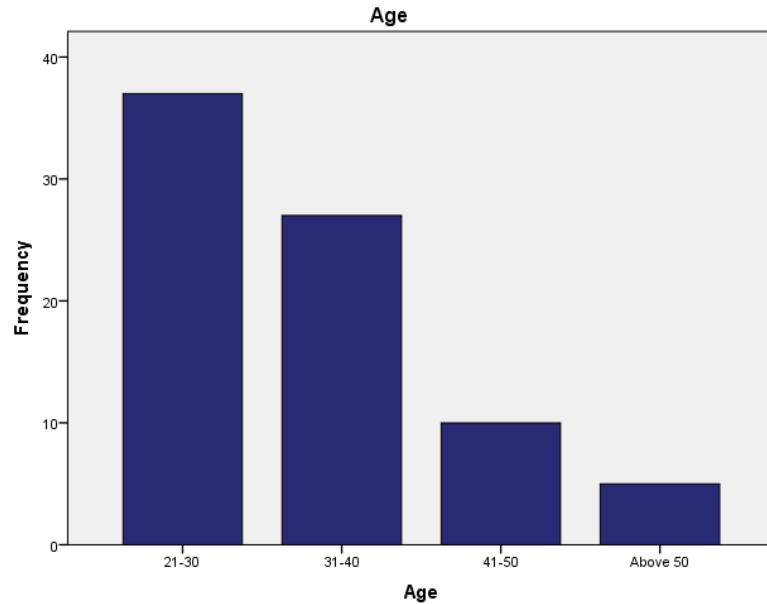
The study was conducted on various nurses on understanding how factors like stress, anxiety, burnout and job satisfaction impact their ability to balance work and personal life. Nurses were asked a series of questions about these factors based on a review of previous research and questions from extensive literature review. Regression was conducted to understand the relationship between the dependent and independent variables with specific significance values.

### **3.2 DESCRIPTIVE STATISTICS**

#### **3.2.1 DEMOGRAPHIC REPRESENTATIONS**

<b>Age</b>				
	Frequency	Percent	Valid Percent	Cumulative Percent
21-30	37	46.3	46.8	46.8
31-40	27	33.8	34.2	81.0
41-50	10	12.5	12.7	93.7
Above 50	5	6.3	6.3	100.0
Total	79	98.8	100.0	

*Table 3.3.1.(a) showing respondent's Age*

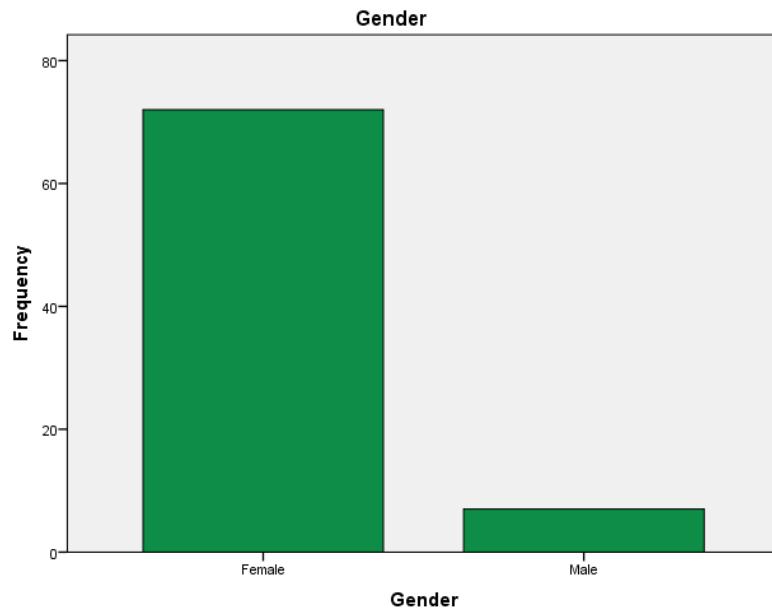


*Chart 3.2.1.(a) Bar chart showing the Age of respondents*

Interpretation: The respondents majorly fall under the age group between 21-30 years 46.3, out of 79 respondents, 33.8% of respondents are from the age group 31-40 years, 12.5 of respondents are from the age group 41-50 years and those above 50 years of age.

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Female	72	90.0	91.1	91.1
Male	7	8.8	8.9	100.0
Total	79	98.8	100.0	

*Table 3.2.1(b) Table showing respondent's Gender*



*Chart 3.2.1(b) Bar chart showing the Gender of respondents*

Interpretation: The sample majorly comprised female respondents. It comprised 90.0% female respondents and 8.8% male respondents

#### **Educational qualification**

	Frequency	Percent	Valid Percent	Cumulative Percent
BSC nurse	44	55.0	55.7	55.7
General nurse	25	31.3	31.6	87.3
ANM	9	11.3	11.4	98.7
Ausbildung	1	1.3	1.3	100.0
Total	79	98.8	100.0	

*Table 3.2.1.(c) table showing respondent's educational qualification*

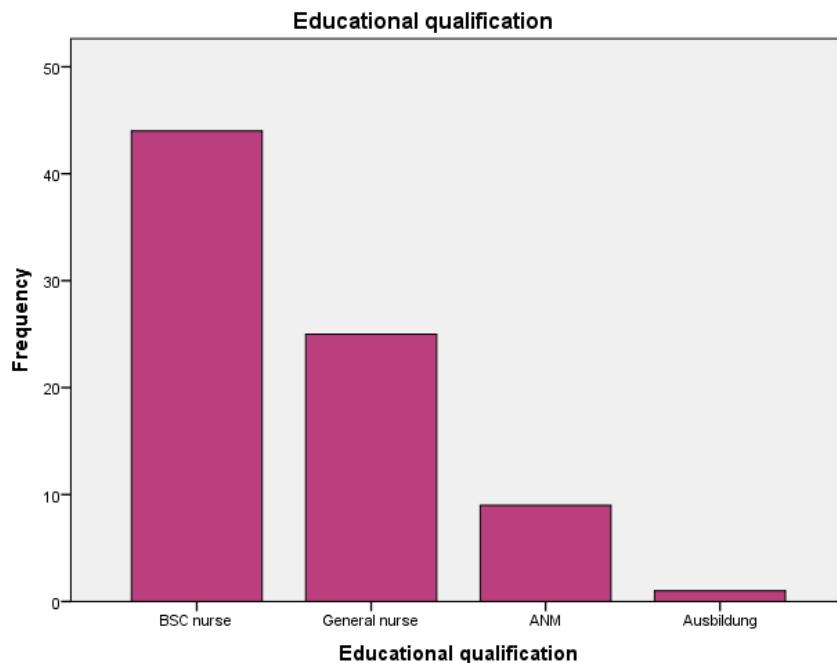


Chart3.2.1(c) Bar chart showing educational qualification of respondents

Interpretation: The sample shows that 55.0% are BSC Nurse, 31.3% are General Nurse, 11.3% respondents are ANM and 1.3 is Ausbildung.

Marital status				
	Frequency	Percent	Valid Percent	Cumulative Percent
Single	57	71.3	72.2	72.2
Married	22	27.5	27.8	100.0
Total	79	98.8	100.0	

3.2.1(d) Table showing respondent's Marital Status

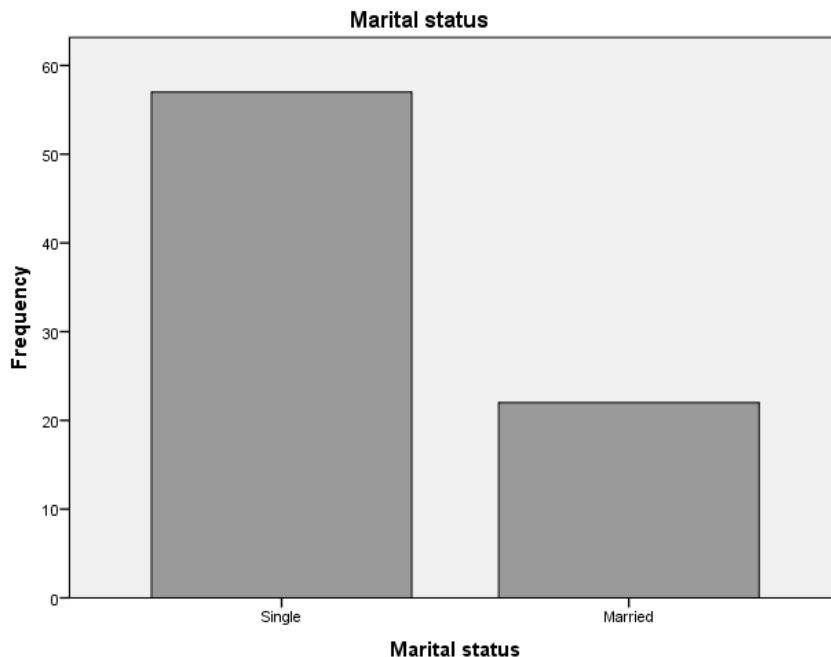


Chart 3.2.1(d) Bar chart showing the Marital Status of respondents

Interpretation: The sample shows 71.3 respondents are single and remaining 27.5 respondents are married.

Selection of profession with interest				
	Frequency	Percent	Valid Percent	Cumulative Percent
No	9	11.3	11.4	11.4
Yes	70	87.5	88.6	100.0
Total	79	98.8	100.0	

Table 3.2.1(e) Table showing respondent's Selection of profession with interest

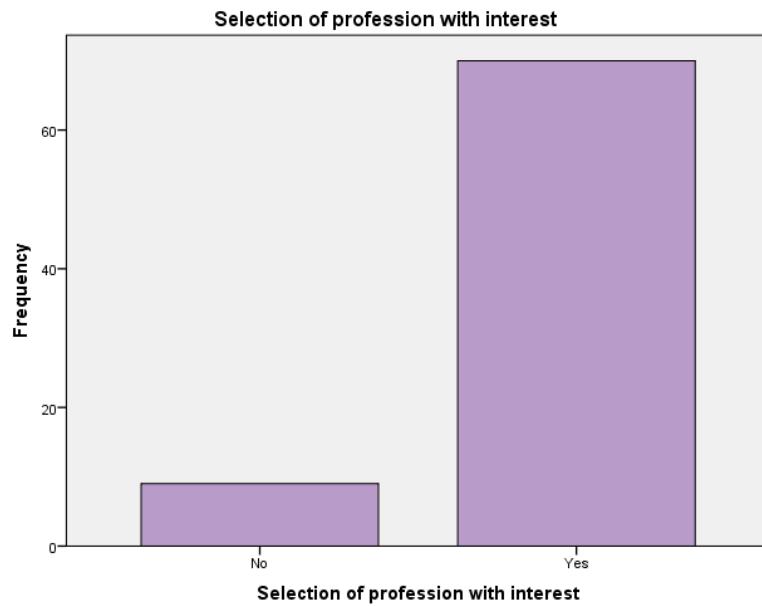


Chart 3.2.1(e) Bar chart showing the Selection of profession with interest of respondents

Interpretation: About 87.5% of respondents chose a profession with interest, while 11.3% did not.

	Years of experience				
	Frequency	Percent	Valid Percent	Cumulative Percent	
Less than 1 year	17	21.3	21.5	21.5	
1-3 years	37	46.3	46.8	68.4	
3-5 years	10	12.5	12.7	81.0	
5-7 years	9	11.3	11.4	92.4	
Greater than 7 years	6	7.5	7.6	100.0	
Total	79	98.8	100.0		

Table 3.2.1(f) Table showing respondent's Years of experience

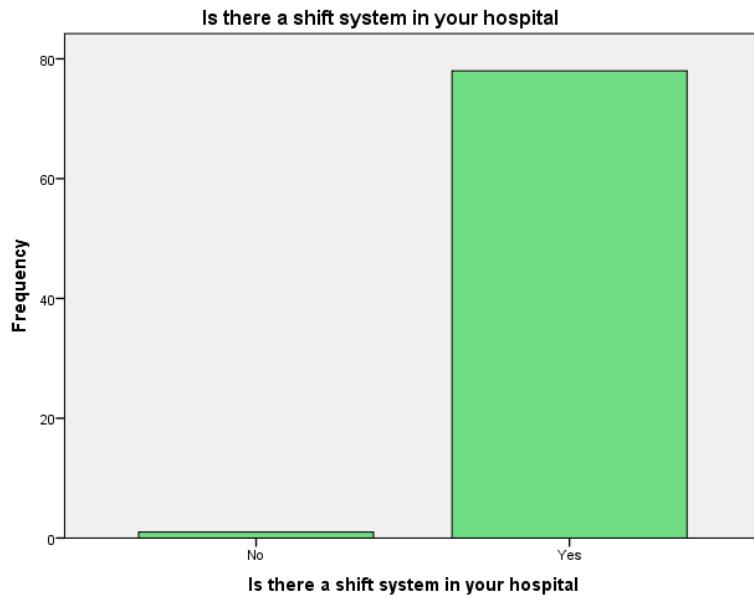


*Chart 3.2.1(f) Bar chart showing the Years of experience of respondents*

Interpretation: 21.3% respondents have Less than 1 year of experience, 46.3 have 1-3 years of experience, 12.5 respondents have 3-5 years of experience, 11.3 have 5-7 years of experience and 7.5 respondents have 7+ years of experience.

Is there a shift system in your hospital					
	Frequency	Percent	Valid Percent	Cumulative Percent	
No	1	1.3	1.3	1.3	
Yes	78	97.5	98.7	100.0	
Total	79	98.8	100.0		

*Table 3.2.1(g) Table showing is there a shift system in respondent's hospital*



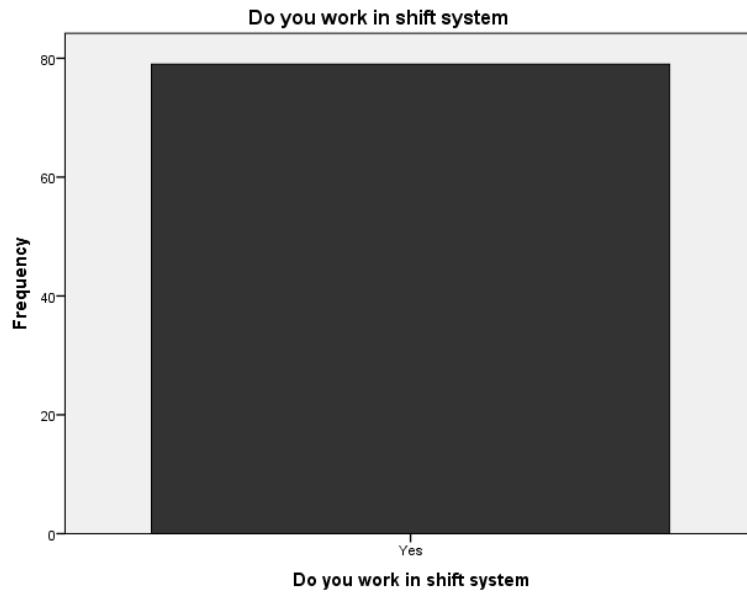
*Chart 3.2.1(g) Bar chart showing is there a shift system in respondent's hospital*

Interpretation: 97.5% of respondents have a shift system in their hospital, while 1.3% do not.

**Do you work in shift system**

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	79	98.8	100.0	100.0
NO	1	1.3	1.3	1.3
Total	80	100.0		

*Table 3.2.1(h) Table showing do respondent's work in shift system*



*Chart 3.2.1(h) Bar chart showing do respondent's work in shift system*

Interpretation: 98.8% of respondents work in a shift system, while 1.3% do not.

**Which shift do you follow**

	Frequency	Percent	Valid Percent	Cumulative Percent
Morning Shift	58	72.5	73.4	73.4
Afternoon Shift	10	12.5	12.7	86.1
Evening Shift	4	5.0	5.1	91.1
Night Shift	3	3.8	3.8	94.9
All Shift	4	5.0	5.1	100.0
Total	79	98.8	100.0	

*Table 3.2.1(i) Table showing which shift do respondent's follow*

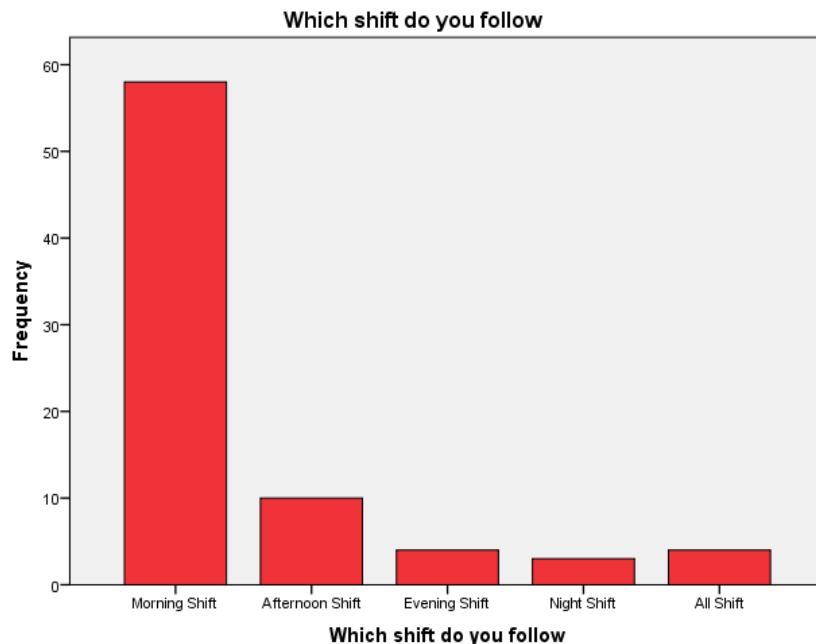
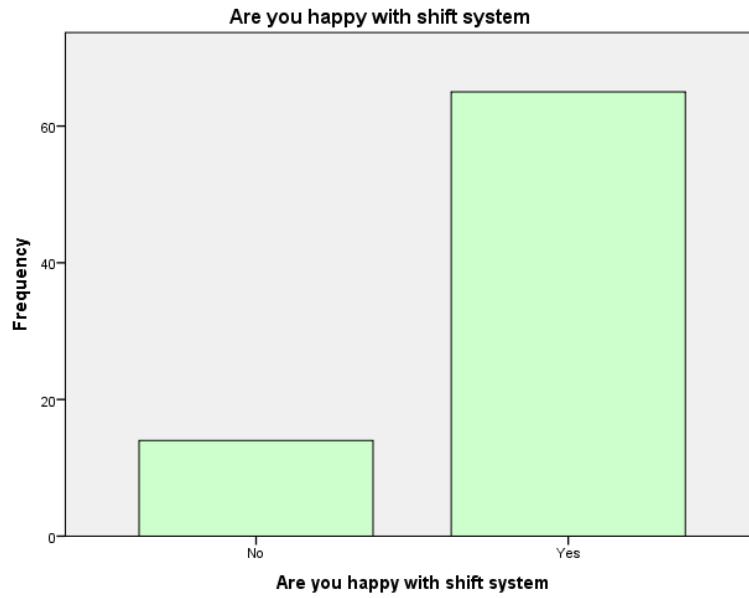


Chart 3.2.1(i) Bar chart showing which shift do respondent's follow

Interpretation: About 72.5% of respondents follow the morning shift, 12.5% follow the afternoon shift, 5.0 follow the evening shift, 3.8% follow the night shift and 5.0% follow all shifts.

Are you happy with shift system				
	Frequency	Percent	Valid Percent	Cumulative Percent
No	14	17.5	17.7	17.7
Yes	65	81.3	82.3	100.0
Total	79	98.8	100.0	

Table 3.2.1(j) Table showing are respondent's happy with shift system

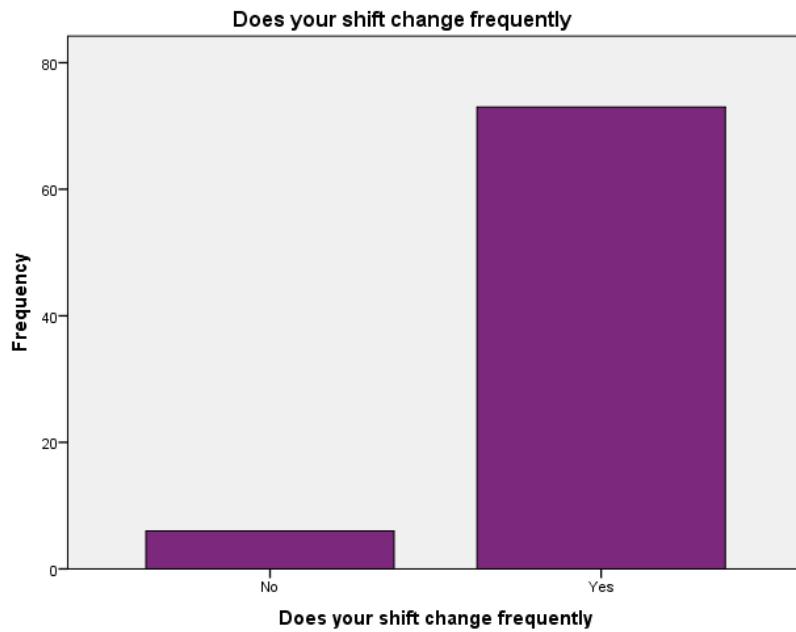


*Chart 3.2.1(j) Bar chart showing are respondent's happy with shift system*

Interpretation: About 81.3 of respondents are satisfied with the shift system, while 17.5% are not.

Does your shift change frequently				
	Frequency	Percent	Valid Percent	Cumulative Percent
No	6	7.5	7.6	7.6
Yes	73	91.3	92.4	100.0
Total	79	98.8	100.0	

*Table 3.2.1(k) Table showing does respondent's shift system change frequently*



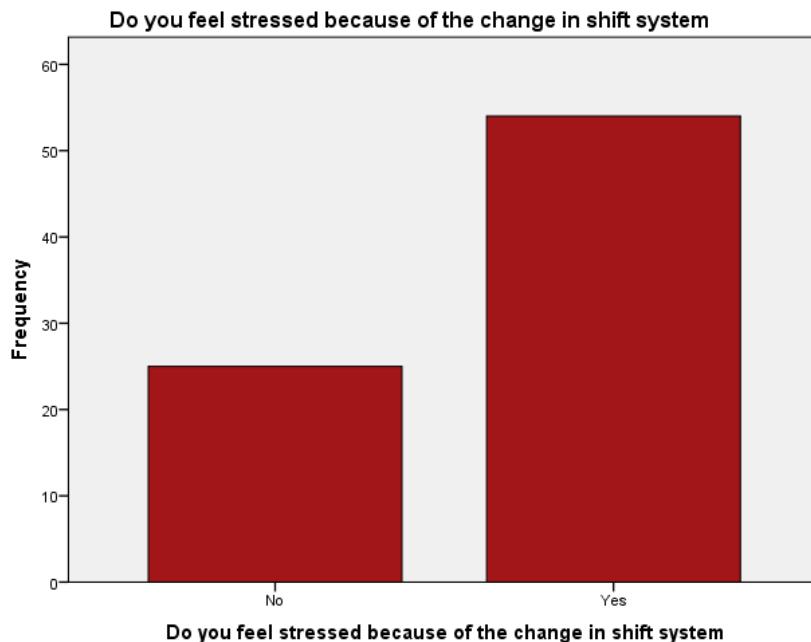
*Chart 3.2.1(k) Bar chart showing does respondent's shift system change frequently*

Interpretation: About 91.3% of respondents have frequent shift changes, while 7.5% do not.

**Do you feel stressed because of the change in shift system**

	Frequency	Percent	Valid Percent	Cumulative Percent
No	25	31.3	31.6	31.6
Yes	54	67.5	68.4	100.0
Total	79	98.8	100.0	

*Table 3.2.1(l) Table showing do respondent's feel stressed because of the change in shift system*



*Chart 3.2.1(l) Bar chart showing do respondent's feel stressed because of the change in system*

Interpretation: 67.5% respondents feel stressed due to the shift system changes, while 31.3% do not.

### **3.3 INFERENTIAL STATISTICS**

Researchers can obtain a deeper understanding of the connections between stress, anxiety, burnout and nurses job satisfaction by utilising regression analysis as their inferential statistical method. The purpose of regression analysis is to determine how well one or more independent variables such as stress, anxiety and burnout explain changes in a dependent variable such as nurses job satisfaction. The most influential factors affecting nurses job satisfaction can be found using multiple linear regression.

### **3.4 HYPOTHESIS TESTING**

Nurses job satisfaction is greatly influenced by stress, anxiety, burnout. The researcher notes that there may be a connection between the listed independent variables and Nurses job satisfaction. The following hypothesis are generated to better understand to better understand the link between:

1. Stress and Nurses job satisfaction
2. Anxiety and Nurses job satisfaction
3. Burnout and Nurses job satisfaction, using regression analysis

**H1:** Stress negatively affects job satisfaction.

**H2:** Higher levels of anxiety lead to lower job satisfaction

**H3:** Increased burnout is associated with decreased job satisfaction.

Regression testing involves rerunning existing test cases against the updated codebase to make sure that recent code changes have not negatively impacted the functionality or performance of the project. Here, it used to verify the relationship exists between Independent Variable and Dependent Variable. The cross-tabulation is shown in the table.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.556 <sup>a</sup>	.309	.282	.74487

*a. Predictors: (Constant), Burnout, Stress, Anxiety*

Table 3.4(a)

The first table of interest is the Model Summary table. This table provides the R, R<sup>2</sup>, adjusted R<sup>2</sup>, and the standard error of the estimate, which can be used to determine how well a regression model fits the data.

The "R" column represents the value of R, the multiple correlation coefficient. R can be considered to be one measure of the quality of the prediction of the dependent variable; in this case, Nurses job satisfaction. A R value of 0.556 from the Table 3.5(a), suggests a very strong positive

correlation, meaning that the model explains a substantial proportion of the variance in job satisfaction.

The "R Square" column represents the R<sup>2</sup> value (also called the coefficient of determination), which is the proportion of variance in the dependent variable that can be explained by the independent variables (technically, it is the proportion of variation accounted for by the regression model above and beyond the mean model). The value of 0.309 that the independent variables explain 30.9% of the variability of the dependent variable, Nurses job satisfaction.

**ANOVA<sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	18.639	3	6.213	11.198	.000 <sup>b</sup>
1 Residual	41.613	75	.555		
Total	60.251	78			

*a. Dependent Variable: Job satisfaction*

*b. Predictors: (Constant), Burnout, Stress, Anxiety*

*Table 3.4(b)*

The F-ratio in the **ANOVA** table (Table 3.5(b)) tests whether the overall regression model is a good fit for the data. The table shows that the independent variables statistically significantly predict the dependent variable,  $F(3,75) = 11.198$ ,  $p < .0005$  (i.e., the regression model is a good fit of the data).

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients			t	Sig.
	B	Std. Error	Beta		
1	(Constant)	5.397	.601	8.983	.000
	Stress	-.190	.085	-.223	.028
	Anxiety	-.324	.141	-.252	.024
	Burnout	-.313	.122	-.281	.012

**a. Dependent Variable: Job Satisfaction**

*Table 3.4(c)*

**REGRESSION EQUATION:**

The regression model that predicts job satisfaction as a function of stress, anxiety and burnout is shown below.

Unstandardized coefficients indicate how much the dependent variable varies with an independent variable when all other independent variables are held constant.

You can test for the statistical significance of each of the independent variables. This tests whether the unstandardized (or standardized) coefficients are equal to 0 (zero) in the population. If  $p < .05$ , you can conclude that the coefficients are statistically significantly different to 0 (zero). The t-value and corresponding p-value are located in the "t" and "Sig." columns, respectively, as in Table 3.5(c).

You can see from the "Sig." column that all independent variable coefficients are statistically significantly different from 0 (zero). Although the intercept,  $B_0$ , is tested for statistical significance, this is rarely an important or interesting finding.

A multiple regression was run to predict Nurses job satisfaction from Stress, Anxiety, Burnout. These variables statistically significantly predicted Nurses job satisfaction,  $F (3,75) = 11.198$ ,  $p < .0005$ ,  $R^2 = 0.309$ . The Variables such as Stress and Burnout added statistically significantly to the prediction,  $p < .05$ .

Overall, higher Stress, Anxiety and Burnout lead to lower Job satisfaction

Hence H1, H2 and H3 are accepted

The general form of the equation to predict Nurses job satisfaction from Stress, Anxiety, Burnout is:

**Nurses job satisfaction = 5.397 - (0.223 x Stress) - (0.252 x Anxiety) - (0.281 x Burnout)**

**CHAPTER – 4**  
**FINDINGS, SUGGESTIONS AND**  
**CONCLUSION**

## **4.1 FINDINGS**

- The model summary indicates that there is a moderate positive correlation between the predictors—Burnout, Stress, and Anxiety—and the dependent variable, with an R value of 0.556. This suggests a moderate relationship between these variables. The R<sup>2</sup> value of 0.309 reveals that approximately 30.9% of the variance in the dependent variable can be explained by the combination of these predictors, which means that while the model captures some of the variation, it does not account for most of it. The Adjusted R<sup>2</sup> of 0.282, which adjusts for the number of predictors in the model, shows that the model's explanatory power is slightly reduced when accounting for the number of variables. Finally, the standard error of the estimate is 0.74487, which represents the average distance between the observed and predicted values. These findings highlight the significant impact of Anxiety, Stress, Burnout on Job satisfaction.
- The ANOVA results (Table) indicate that the regression model is statistically significant, with F (3, 75) = 11.198, p = 0.000, confirming that Burnout, Stress, and Anxiety collectively influence Job Satisfaction. The significance value (p = 0.000, < 0.05) suggests that these predictors have a meaningful impact on Job Satisfaction. The relatively high F-statistic further supports that the model effectively explains the variation in Job Satisfaction, highlighting the importance of addressing Burnout, Stress, and Anxiety in improving job satisfaction levels.
- The coefficients table reveals the individual effects of Stress, Anxiety, and Burnout on Job Satisfaction. The constant value of 5.397 represents the predicted Job Satisfaction when all predictors are zero. Stress, Anxiety, and Burnout all have negative impacts on Job Satisfaction, with Stress decreasing Job Satisfaction by 0.190 units, Anxiety by 0.324 units, and Burnout by 0.313 units for each one-unit increase in these factors. Burnout (Beta = -0.281), Anxiety (Beta=0.252) and Stress (Beta = -0.223). All predictors are statistically significant, as indicated by their p-values (Stress = 0.028, Anxiety = 0.024, Burnout = 0.012), meaning each factor significantly contributes to changes in Job

Satisfaction. These results emphasize the importance of addressing Stress, Anxiety, and Burnout to improve Job Satisfaction.

Overall, the result confirms Based on the results from the coefficients table, Hypothesis 1 (H1), Hypothesis 2 (H2) and Hypothesis 3 (H3) are accepted. Hypothesis 1, which suggests that stress negatively affects job satisfaction, is confirmed as the coefficient for stress is -0.190 with a p-value of 0.028, indicating a statistically significant negative impact on job satisfaction. Hypothesis 2 which suggest that anxiety negatively affects job satisfaction, is confirmed as the coefficient for anxiety is -0.324 with a p-value of 0.24 indicating decreased job satisfaction. Similarly, Hypothesis 3, which posits that increased burnout is associated with decreased job satisfaction, is also supported, as burnout has a significant negative effect with a coefficient of -0.313 and a p-value of 0.012. This suggests that Stress, Anxiety and Burnout negatively impact on job satisfaction.

## **4.2 SUGGESTIONS**

- It is clear that stress, burnout, and anxiety are significant factors affecting job satisfaction among nurses. These issues are particularly relevant in the nursing profession, which is known for its demanding nature, including long working hours, high patient care responsibilities, emotional strain, and often insufficient support. The negative relationship between stress, burnout, and anxiety with job satisfaction emphasizes the need for healthcare institutions to prioritize initiatives aimed at improving nurses' overall well-being and work-life balance.
- To address stress, healthcare organizations could implement comprehensive stress reduction programs, including training on stress management techniques such as mindfulness, relaxation exercises, and time management. Furthermore, fostering a work environment that promotes healthy work-life boundaries is essential. This might include offering more flexible scheduling, ensuring adequate breaks between shifts, and preventing excessive overtime, which are often key contributors to high stress levels in the nursing profession.
- While anxiety is also shown to have a negative relationship with job satisfaction, institutions should offer mental health resources, such as access to counselling services, and create a workplace culture that prioritizes mental well-being. Reducing stigma around mental health and providing nurses with the tools to manage anxiety—such as cognitive-behavioural workshops, resilience training, and opportunities to discuss mental health concerns in a safe and supportive environment—can help mitigate the impact of anxiety on job satisfaction.
- Similarly, burnout is a critical issue that requires targeted intervention. Hospitals and healthcare facilities should develop and maintain support structures for nurses, such as peer support programs, mentorship opportunities, and access to professional counselling.

Encouraging a supportive work culture that recognizes the emotional and physical demands on nurses, and ensuring that supervisors are trained to identify early signs of burnout, can significantly help in reducing its prevalence. Additionally, increasing staffing levels and improving workload distribution can help reduce the burden on individual nurses, lessening the risk of burnout.

In addition, providing leadership training for managers and supervisors can improve their ability to support nurses in managing stress, burnout, and anxiety. Leaders who are well-equipped to identify early signs of these issues and who are trained to foster a positive, supportive work environment can play a pivotal role in enhancing nurses' job satisfaction.

### **4.3 CONCLUSION**

In conclusion, the study emphasizes the significant impact that stress, anxiety and burnout have on job satisfaction among nurses, highlighting the urgent need for comprehensive interventions aimed at improving their work-life balance. The findings reveal that stress, anxiety and burnout are the most influential factors contributing to a decrease in job satisfaction, suggesting that these issues are particularly pervasive in the nursing profession. The demanding nature of the job, long shifts, high patient-to-nurse ratios, and emotional strain all contribute to the heightened levels of stress and burnout among nurses. Therefore, addressing these factors is crucial for enhancing the overall well-being of nurses and improving their job satisfaction.

To improve the work-life balance of nurses, healthcare organizations should prioritize the implementation of targeted interventions. This could include stress management programs, resilience training, and creating a more supportive work environment. Offering flexible scheduling, ensuring adequate breaks, and preventing excessive overtime can significantly help in reducing stress and burnout, which are often key contributors to a poor work-life balance. Additionally, improving staffing levels and ensuring a more manageable workload can prevent nurses from becoming overwhelmed, reducing the risk of burnout.

Support structures such as peer mentoring, counselling services, and access to mental health resources should be made readily available to nurses. Providing a space for open communication, where nurses can discuss their challenges without fear of stigma, is essential for promoting emotional well-being. Leaders in healthcare settings should be trained to recognize signs of stress, burnout, and anxiety early, allowing them to offer appropriate support and prevent these issues from escalating.

Ultimately, by creating a culture that values nurses' mental and emotional well-being, healthcare institutions can improve job satisfaction, reduce turnover rates, and enhance the quality of patient care. Nurses who feel supported, valued, and empowered to manage both their professional and personal lives will be more satisfied with their jobs, leading to improved retention and better health outcomes. Addressing the factors of stress, burnout, and anxiety is not only beneficial for nurses' well-being but is also critical to fostering a sustainable healthcare workforce capable of providing the best care possible to patients.

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## **ANNEXURE: QUESTIONNAIRE**

### **STUDY OF WORK-LIFE BALANCE AMONG NURSES**

1. Age

- 21-30
- 31-40
- 41-50
- Above 50

2. Gender

- Male
- Female
- Other:

3. Educational qualification

- BSC nurse
- General nurse
- Other:

4. Marital status

- Single
- Married
- Divorced
- Widowed
- Other:

5. Selection of profession with interest

- Yes
- No

6. Years of experience

- Less than 1 year
- 1-3 years
- 3-5 years
- 5-7 years
- Greater than 7 years

7. Is there a shift system in your hospital

- Yes
- No

8. Do you work in shift system

- Yes
- No

9. Which shift do you follow

- Morning shift
- Afternoon shift
- Evening shift
- Night shift
- Other:

10. Are you happy with shift system

- Yes
- No

11. Does your shift change frequently

- Yes
- No

12. Do you feel stressed because of the change in shift system

- Yes

- No

**Please read the statements below and mark your level of acceptance for each question**

**Stress Scale**

1. Working here makes it hard to spend enough time with my family

Strongly disagree

1

2

3

4

5

Strongly agree

2. A lot of time my job makes me very frustrated or angry

Strongly disagree

1

2

3

4

5

Strongly agree

3. I am usually calm and at ease when I'm working

Strongly disagree

1

2

3

4

5

Strongly agree

4.I feel bad when I take a leave

Strongly disagree

1

2

3

4

5

Strongly agree

5.There are a lot of aspects of my job that make me upset

Strongly disagree

1

2

3

4

5

Strongly agree

6.When I'm at work I often feel tense or uptight

Strongly disagree

1

2

3

4

5

Strongly agree

7. Working here leaves little time for other activities

Strongly disagree

1

2

3

4

5

Strongly agree

8. There are lots of times when my job drives me right up the wall

Strongly disagree

1

2

3

4

5

Strongly agree

9. I sometimes dread the telephone ringing at because the call might be job related

Strongly disagree

1

2

3

4

5

Strongly agree

### **Anxiety Scale**

1.Whenever I think about my work-place I feel tense

Strongly disagree

1

2

3

4

5

Strongly agree

2.The thought of spending an entire workday at this workplace fills me with a sense of panic

Strongly disagree

1

2

3

4

5

Strongly agree

3.I sleep poorly on the nights before workdays compared to the nights before non-working days

Strongly disagree

1

2

3

4

5

Strongly agree

4.While working I am always paying attention to what will happen next

Strongly disagree

1

2

3

4

5

Strongly agree

5.After work I hurry up more than others just to get away from that place

Strongly disagree

1

2

3

4

5

Strongly agree

6.I feel severely uncomfortable and tense When I am at my workplace

Strongly disagree

1

2

3

4

5

Strongly agree

### **Burnout Scale**

1.I feel Physically exhausted

Strongly disagree

1

2

3

4

5

Strongly agree

2.I feel Sick without any physical reason

Strongly disagree

1

2

3

4

5

Strongly agree

3.I feel excessive compulsion to prove myself

Strongly disagree

1

2

3

4

5

Strongly agree

4.I feel Depressed in life due to current job

Strongly disagree

1

2

3

4

5

Strongly agree

5.I feel anxious about going to work

Strongly disagree

1

2

3

4

5

Strongly agree

6.I feel Lack of interest in current job

Strongly disagree

1

2

3

4

5

Strongly agree

7.Reduced commitment towards family, friends and colleague

Strongly disagree

1

2

3

4

5

Strongly agree

8.Reduced commitment towards patient care

Strongly disagree

1

2

3

4

5

Strongly agree

9.I have become negligent at work and feels difficulty to accept it

Strongly disagree

1

2

3

4

5

Strongly agree

### **Job Satisfaction Scale**

1.I am satisfied with the physical working conditions of my workplace

Strongly disagree

1

2

3

4

5

Strongly agree

2.I have the freedom to choose my own method of working

Strongly disagree

1

2

3

4

5

Strongly agree

3.I am happy with my fellow workers

Strongly disagree

1

2

3

4

5

Strongly agree

4.I am happy with the recognition I get for good work

Strongly disagree

1

2

3

4

5

Strongly agree

5.I am happy working with my immediate superior

Strongly disagree

1

2

3

4

5

Strongly agree

6.I am satisfied with the responsibilities that I am given at work

Strongly disagree

1

2

3

4

5

Strongly agree

7.I am satisfied with the pay scale at my workplace

Strongly disagree

1

2

3

4

5

Strongly agree

8.I am given opportunities to use my abilities at my workplace

Strongly disagree

1

2

3

4

5

Strongly agree

9. I am satisfied with the chance of promotion I get at my workplace

Strongly disagree

1

2

3

4

5

Strongly agree