

An Analysis Of Work Life Balance Of Allopathic Doctors: Literature Review

Ms. Hemlata^{1*}

^{1*}Assistant Professor, Department of Commerce, Lakshmi Bai College, University of Delhi, Delhi, India

Abstract

Healthcare industry is among the most rewarding career paths for many people. However, it is also known for its long hours, busy work schedules, uneven timings, and lack of work-life harmony. However, keeping a balanced & healthy between home life & work life is essential for everyone, including doctors. They play an important role space in the health industry and are the most crucial part of health care providers; therefore, it is necessary to take care of their needs, and to ensure optimal job satisfaction and, consequently, high-quality patient care, it is recommended to establish a work environment characterized by an amicable ambiance.

This study aims to analyze the work-life balance of allopathic doctors through a comprehensive review of the existing literature and try to make a roadmap for further research by identifying the gap in the study.

Objective

1. To analyse the existing literature on balanced work life among the allopathic doctors.
2. To analyse variables which took up by researcher in their literature.
3. To identify the gaps of the study through reviews of literature.

Introduction

According to the Cambridge dictionary, balanced Work-life, is the equilibrium between the time dedicated to your job and the time allocated for family and enjoyable activities. It essentially involves managing and harmonizing the demands of professional responsibilities with the pursuit of personal and leisure activities. To improve the efficiency, productivity, performance along with personal health and relationships, it is important to maintain the work life balance of an employee (**Hutton L, 2015**). The more immersed an individual is in their job, the greater the likelihood of experiencing a conflict between work and family responsibilities, ultimately contributing to heightened job burnout and diminished job satisfaction (**Adams et al., 1996**). This scenario is particularly evident in countries facing a critical shortage of medical personnel, where doctors often find themselves working extended hours, creating challenges in balancing their non-work-related activities (**Adisa et al., 2017**). The pursuit of expertise in the medical field often compels professionals to devote excessive time to work, causing their professional life to take precedence over personal life. The surge in patient numbers exacerbates stress levels among medical professionals, further reducing the time available for familial interactions. Notably, the identified correlation between intense work pressure and insufficient personal time underscores the impact on achieving a satisfactory work-life balance (**Keeton et al., 2007**).

Literature Review

Keeton K, et al (2007) in his study explored various factors which are associated with career satisfaction of the physician such as age, gender, and specialty. In their study involving a sample of 935 randomly-selected physicians, the findings indicated men and women are exhibited to high levels of satisfaction in their careers. Interestingly, participants indicated moderate levels of satisfaction with both their work-life balance and emotional resilience. Despite grappling with challenges in balancing work and personal life, the noteworthy outcome was that these physicians maintained a high level of satisfaction with their careers. This suggests a resilience and contentment in their professional pursuits, even in the face of potential struggles in managing the delicate equilibrium between work and personal life.

Singh and Singh's (2008) choice of the medical profession as their focus aimed to investigate the influence of emotional intelligence (EI) on stress within a sample of 312 respondents. Notably, their study uncovered that there was no statistically significant difference in emotional intelligence based on gender. However, when evaluating the entire medical profession, the research identified a negative correlation between emotional intelligence and organizational role stress. This implies that, in the context of the medical field as a whole, higher levels of emotional intelligence appear to be associated with lower levels of stress related to organizational roles.

Naithani, D. (2009) in her study collected a sample from 976 respondent through stratified random sampling method. The author employed open coding in their study, identifying key issues such as the that 73% of the respondents agreed or strongly agreed that they often feel the strain of balancing personal and professional responsibilities and it was quite higher (78%) in case of female respondents. It was consistent with the work-family conflict which was also measured in the survey and found a high score of work-life conflict in all demographics and hospital grades.

Brown, M. (2010) in his study through in-depth interview or focus group discussion and identified the four main themes i.e The nature of specific shift sequences, educational considerations, work-life balance issues, and social support systems collectively shape the dynamics of professional environments. The intricacies of shift schedules, educational requirements, and the interplay between work and personal life play pivotal roles in influencing the overall well-being and satisfaction of individuals within various occupations. Additionally, the presence or absence of robust social support systems can significantly impact how individuals navigate the challenges and demands associated with their work, contributing to a holistic understanding of the work-life experience. He examined the impact of work schedules of junior doctors' is influenced by these four themes. Unnecessary shift rotations can also have negative impacts on the professional performance these doctors.

Malik, M. I et al (2010) collected a total of 175 questionnaires from MBBS qualified doctors working in major cities of Pakistan and developed conceptual model to test the hypothesis. They used SPSS 15.0 and Amos 16.0 for testing the model and analyse the data. Their research findings indicate a lack of significant impact from work-life balance on the job satisfaction of doctors. However, the study highlights a noteworthy discovery, revealing that work-life conflict does exert a significant effect on the job satisfaction of doctors. This suggests that the challenges arising from conflicts between professional responsibilities and personal life may play a more crucial role in shaping the overall job satisfaction levels among doctors than the mere distribution of time between work and personal pursuits.

Fanny Y. F. Young (2013) collected data through quantitative questionnaire survey with 200 doctors and studied the work-life balance condition in public hospital doctors in a HongKong city. He reveals in his study that because of disturbed work-life balance, 57% of the doctors reported that it has reduced the productivity along with their work quality and 67% of them reported tiredness, fatigue and sleepiness. He also revealed that the work-life balance of public doctors was worst as compare to any other professions.

Goyal, B. (2014) has revealed in his study that a successful work life balance can make the nurses and lady doctors more committed towards their work and highly satisfied from their job. He has collected a sample of 134 respondents and analysed the data by using factor analysis and one-way ANOVA. He further revealed in his study that the policies and practices of WLB by the hospitals will help the respondents to utilise their full potential and help them to achieve high job satisfaction.

Azeem, S. M., & Akhtar, N. (2014) have collected a sample from 275 respondents and found moderate level of work-life balance in health care workers from the results. They also found the significant relationship in job life satisfaction and balanced work life and organizational commitment through correlation and regression analysis.

Kavitha, M. (2015) selected a sample from simple random sampling method from 320 doctors in Hyderabad and Secunderabad and they have used a specific regression model "Structural Equation Model" (SEM) to analyse the data statistically with help of SPSS. She analysed the three variables i.e number of working hours, sleeping hours and hours spent on family and on themselves and measured the impact on impact on work life balance. It was proved that the quality time spent on individual rest, family and on themselves is directly related with overall satisfaction level of the doctors.

Kaliannan, M et al (2016) collected a sample of 158 respondents through simple random sampling methods from practicing doctors and descriptive and inferential analysis has been done. The result indicates that the majority of doctors were not enjoying a balance in work and life integration. The study also revealed that the doctors who born before 1980 who have better work life balance which leads to a higher job satisfaction. They also studied various factors such as organizational culture, leadership, family and individual factors in context with work life balance of doctors.

Rich A et al (2016) in his study found that due to lack of balanced work-life there is a negative impact on the learning and well-being of postgraduate medical trainees. Women who have children were more affected and suggesting it may benefit if they could enhance the balanced work life of trainees.

Pandey's (2016) study delves into the influence of work-life balance on the job satisfaction of women doctors in private hospitals in Jharkhand. With a dataset comprising responses from 115 female employees in the district, the research employed Regression analysis and ANOVA Test to examine the relationship between variables. The analysis unveiled a significant positive impact of work-life balance on job satisfaction among women doctors. Importantly, the study suggests that the satisfaction levels of women doctors are enhanced when they successfully synchronize their personal and professional lives, emphasizing the pivotal role of achieving harmony between these aspects in fostering job satisfaction.

In their (2017) study, **Rashmi Farkiya et al.** employed a non-probability convenience sampling method to gather data from 200 allopathic doctors in the hospitals of Indore city. The findings illuminated the significant struggle doctors face in reconciling their personal and professional lives. Key factors contributing to this work-life imbalance encompassed

physical and mental stress, workload, family support, personal needs, time management, and the nature of the work itself. Recognizing the challenges, the researchers also offered suggestions aimed at enhancing the work-life balance of doctors, acknowledging the importance of addressing these multifaceted factors for the well-being of medical professionals.

Adisa, T. A. Et al (2017) found in their study that employees ability to use WLB policies is strongly influenced by organisational culture. Unsupportive culture of the organisation may result in a lack of support from managers, supervisors, and colleagues. They also revealed that doctors are facing challenges to cope with work demands and non-work-related responsibility.

Zaman S (2018) in his study selected the sample of 232 doctors from 19 hospitals in Delhi through purposive and snowball sampling and analysed from statistical techniques (SPSS) such as t-test, Multiple regression analysis, correlation analysis and ANOVA (two-way analysis). He revealed in his study that Self Respect and Dignity, Mental State and Effect on Personal Life are the strongest predictors of quality of work life in female respondent whereas Self Respect and Dignity, Economic Benefits and Supervisory Relationship are the strongest predictors of quality of work life in male respondents for their Intrinsic, Extrinsic and General Job Satisfaction.

Sheikh, M. A. (2018) collected a sample of 300 female doctors from two district of Sialkot and used statistical techniques (SPSS) such as t-test, ANOVA, correlation and regression analysis for the study. They found the negative relationship of work family conflict with work demand and home demand. A female doctor can achieve work life balance by making clear boundaries between work and home demands and it will also help in reducing the work family conflict.

Conclusion and Scope for Future Research Work

If Doctors are suffering from work stress, job dissatisfaction or poor work life balance they cannot provide utmost care to the patient and later on it will adversely affect the image of organisation too.

Well-being of Doctors is also very important not only for patients or organization but also for overall development and prosperity of a country. Now a days work life balance is not a new concept for any of the organizations. Even it has to be adopted by the healthcare sector for the betterment of the medical professional and their employees.

The existing literature identifies various variables like gender, job satisfaction, work stress, home demand, turnover, number of working hours, sleeping hours and hours spent on family and on themselves in context with work-life balance but very few research work has thrown light on variables such as career growth, competitive environment, life satisfaction, motivation, marital status and appreciation etc in context of work life balance in allopathic doctors. So there is lots of scope available for the future researcher to explore and study the impact of the variable on work life balance of the medical professionals.

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