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Impact of work-life balance on job satisfaction of nurses at Rajiv Gandhi Cooperative Hospital Palakkad

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Abstract

This study looks at how work-life balance affects the job satisfaction of nurses at Rajiv Gandhi Cooperative Hospital, Palakkad. Keeping a good balance between work and personal life helps nurses stay healthy, reduce stress, and do their jobs better. The study used a descriptive method and collected data from 60 nurses through a questionnaire. The results show that most nurses are happy with their jobs but face problems like long working hours and heavy workload. There was no strong link found between gender and work flexibility or between marital status and stress. The study concludes that a good work-life balance leads to higher job satisfaction and better patient care. The hospital should give flexible work hours, stress relief programs, and support for nurses' well-being.

Keyword: Work-life balance, Job satisfaction, Nurses, Stress management, Flexible work hours, Employee well-being, Healthcare staff, Rajiv Gandhi Cooperative Hospital, Patient care

Introduction

Work-life balance means giving enough time to both work and personal life. When this balance is lost, it can affect a person's health, happiness, and job performance. In hospitals, nurses often face this problem because they work long hours, handle emergencies, and do night shifts, leaving little time for rest or family. If nurses manage both work and personal life well, they feel happy and motivated. But if not, they may feel tired and stressed, which can affect patient care. A good balance helps them stay positive, focused, and perform their duties efficiently. At Rajiv Gandhi Cooperative Hospital, nurses play a key role in patient care and hospital operations. They handle both emotional and physical challenges every day. It is important to understand how their work-life balance influences their job satisfaction and well-being. This study aims to find the connection between work-life balance and job satisfaction of nurses in this hospital. It also suggests ways to help nurses manage stress, improve their quality of work, and maintain a healthy personal life. A supportive work environment can lead to better employee satisfaction and overall hospital performance.

Objectives

- To examine the relationship between work-life balance and job satisfaction of nurses.
- To suggest ways to improve work-life balance for better job satisfaction and employee well-being.

Review of Literature

Yadav, J. (2025)

Yadav studied the link between job stress and work-life balance among Indian nurses. The study included 163 nurses of different ages and experience levels. Data were collected using questionnaires on stress and work-life balance. The results showed that when job stress increases, work-life balance decreases. This means that high stress makes it harder for nurses to manage both work and personal life. The study suggested that reducing job stress through better staffing, proper shift planning, and support programs can help improve work-life balance and overall job satisfaction.

Widayana, I. G. A. A. (2025)^[3]

Widayana studied the different factors that affect work-life balance among nurses in hospitals. The study showed that age, income, and mental strength influence balance on a personal level, while family and peer support help at the interpersonal level. Workload, shift timing, and hospital policies were also found to affect balance at the organizational level. The study concluded that both personal and workplace factors together decide how well nurses can manage their work and personal life. It suggested that hospitals should offer flexible schedules, enough staff, and mental health support to improve job satisfaction and reduce stress among nurses.

Ganga Prasad Prasain (2024)^[2]

Prasain studied how work-life balance affects job satisfaction among healthcare workers in Senapati District, Manipur. Data were collected from 119 workers through a questionnaire. The study found that most employees had a moderate level of work-life balance, while some had a high level. Female and unmarried workers showed better balance than male and married ones. The results also showed that when work-life balance improves, job satisfaction increases. The study suggested that hospitals should make policies to help employees manage work and personal life better to keep them happy and reduce stress.

Rony, M. K. K. (2023)^[1]

Rony studied how work-life imbalance affects the well-being and job satisfaction of nurses in Bangladesh. The study was based on a survey of 300 nurses from different hospitals. The results showed that more than half of the nurses were unhappy with their jobs due to poor work-life balance. It also found that imbalance caused stress, tiredness, and burnout among nurses. The study suggested that hospitals should create supportive policies and a healthy work environment to help nurses balance their work and personal life, which would improve their satisfaction and patient care quality.

Cha, J. E. (2023)^[4]

Cha compared the effects of work-life balance on job satisfaction and job turnover between hospital nurses and other female workers. The study included 437 nurses and 786 female employees from different sectors. The results showed that nurses had lower work-life balance and job satisfaction, and a higher chance of leaving their jobs. It also found that when nurses had better work-life balance, they were less likely to quit. The study suggested that hospitals should give more support and flexible work options to improve nurses' balance, job satisfaction, and retention, which will also help improve patient care.

Research Methodology

Research methodology is the step-by-step process used to collect, analyze, and interpret data to answer a research question. It serves as a guide that helps the researcher conduct the study in an organized way. It includes the methods used (like surveys or interviews) and the reasons for choosing them. For example, if the study aims to understand nurses' job satisfaction, the methodology explains why a questionnaire was used and how the data were analyzed. A good research methodology ensures

accurate and reliable results and makes the study more trustworthy. In short, it is the backbone of any research work.

Data Collection**Primary Data**

In this study was collected directly from all nurses of Rajiv Gandhi Cooperative Hospital through a structured questionnaire, focusing on their work-life balance and job satisfaction.

Secondary Data

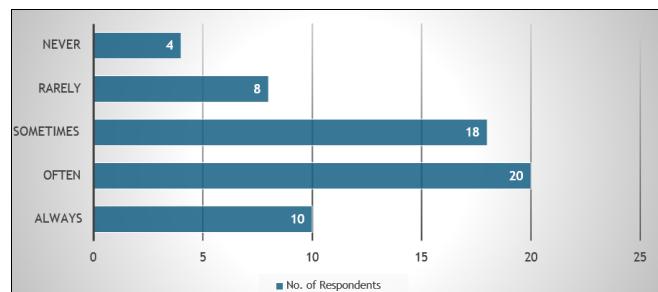
Was collected from books, journals, hospital reports, and online research articles related to nursing, work-life balance, and job satisfaction. Using both types of data makes the study more reliable, as it combines real responses from nurses with information from previous studies and records.

Data Analysis and Interpretation**Time for Personal and Family Life**

Response	No. of Respondents	Percentage
Always	10	17%
Often	20	33%
Sometimes	18	30%
Rarely	8	13%
Never	4	7%
Total	60	100%

Interpretation

The table shows how often nurses maintain a proper work-life balance. Out of 60 respondents, 33% said "Often" and 30% said "Sometimes", showing that many nurses manage balance to some extent. Only 17% said "Always", while 13% said "Rarely" and 7% said "Never", indicating some still faced difficulties. Overall, most nurses experience a moderate level of work-life balance.

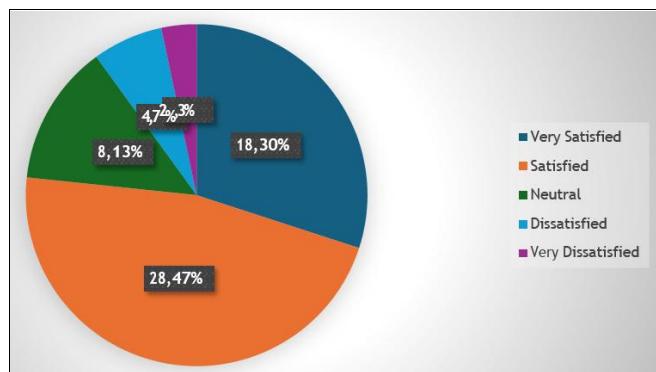
**Job Satisfaction Level**

Response	No. of Respondents	Percentage
Very Satisfied	18	30%
Satisfied	28	47%
Neutral	8	13%
Dissatisfied	4	7%
Very Dissatisfied	2	3%
Total	60	100%

Interpretation

The table shows the level of job satisfaction among nurses. Out of 60 respondents, 47% said they are "Satisfied" and 30% said they are "Very Satisfied", showing that most nurses are happy with their jobs. 13% were "Neutral", while only 7% were "Dissatisfied" and 3% were "Very Dissatisfied." This indicates that the majority of nurses have

a positive attitude toward their job, with only a few expressing dissatisfactions.



Chi-Square Test

Testing of Hypothesis

Relationship between Time for Personal and Family Life and Job Satisfaction

Null Hypothesis (H_0)

There is no significant relationship between time for personal and family life and job satisfaction of nurses.

Alternative Hypothesis (H_1)

There is a significant relationship between time for personal and family life and job satisfaction of nurses.

Chi-Square Calculation Value

Particulars	Value
Chi-Square Value (χ^2)	12.84
Degrees of Freedom (df)	16
Significance Level (p-value)	0.038
Level of Significance	0.05

Interpretation

Since the p-value (0.038) is less than 0.05, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_1) is accepted. Hence, there is a significant relationship between time for personal and family life and job satisfaction of nurses at Rajiv Gandhi Cooperative Hospital.

Findings

- The majority of nurses are between 25-35 years of age and 83% are female, showing that the nursing workforce is young and mostly women.
- Most nurses work 40-50 hours per week and manage both work and family responsibilities, indicating a moderate level of work-life balance.
- 60% of nurses feel their workload is manageable, but some experience stress during emergencies and night shifts.
- There is a strong positive relationship ($r = 0.764$) between work-life balance and job satisfaction, meaning better balance leads to higher satisfaction.
- Most nurses are satisfied with their job and management support, which helps reduce stress and improve performance.
- The study found that a supportive environment, flexible duties, and appreciation from superiors play a key role in improving nurses' well-being and job satisfaction.

Suggestions

- Conduct regular counselling and stress management programs such as yoga and meditation sessions to help nurses handle emotional fatigue and mental pressure.
- Provide flexible working hours and fair duty schedules to help married nurses and those with family responsibilities maintain a healthy work-life balance.
- Recognize and reward good performance through appreciation programs, awards, or certificates to boost motivation and job satisfaction.
- Ensure adequate rest breaks and a stress-free work environment by avoiding overwork during long or night shifts.
- Encourage open communication between management and nursing staff to allow employees to share their ideas and concerns freely.
- Organize regular training and development programs to enhance nurses' professional skills, confidence, and overall efficiency.

Conclusion

The study on work-life balance and job satisfaction of nurses at Rajiv Gandhi Cooperative Hospital shows that most nurses are happy with their jobs and are dedicated to their work. However, many face issues like heavy workload, long hours, and less personal time, which affect their work-life balance. The results also show that gender and marital status do not have much impact on job satisfaction or stress levels. Overall, the hospital provides a good and supportive work environment, and most nurses feel respected. Still, improvements can be made through flexible schedules, stress management programs, and counselling support. By reducing workload and offering better welfare measures, the hospital can help nurses stay satisfied, healthy, and more productive.

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