

# A Study on Balance Between Work and Life in The Health Care Sector

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## Abstract

The paper discusses about the importance of a doctor's work-life balance and attempts to offer some answers to the current global problem that calls for more stability in the business sector. It also considers the elements that affect work-life balance and the solutions that would allow doctors to relate to each other more broadly and achieve the best possible outcomes and levels of satisfaction in their lives. It improves contentment in both personal and professional spheres. More time is spent at work by doctors than at home. Even though enterprises are reaching new heights, doctors' work-life balance is out of control. An increase in workload will cause doctors' work-life balance to become disrupted. It is imperative that doctors devise plans or methods to deal with the issue and enable them to fully enjoy their lives and their employment. Aspects of striking a balance between work and life are covered in this article.

**Keywords:** Health care industry, work-life balance, and Quality of work.

## INTRODUCTION

Work-Life Balance is a wide term that includes setting appropriate priorities between "life" and "work." The phrase encompasses "lifestyle balance" in its broadest sense. Many doctors now feel under more strain to manage their job and family obligations on a daily basis as a result of globalization, downsizing, and flexible work schedules. It is now difficult to balance work and personal obligations, increase productivity, and lead a harmonious existence. The ideal integration of work and life without them interfering with one another is known as work-life balance.

Any hospital's effectiveness is mostly dependent on its physicians, who are influenced by a wide range of other factors. They may be personal, familial, or work-related. A person can achieve balance in both his personal and professional lives by managing several facets of his existence. A person spends a significant amount of their time at work. Any issue at work or in one's personal life will undoubtedly impact equilibrium, so it is crucial that both be well managed.

Healthcare workers must work in shifts, put in extra hours, report for duty at unusual hours, and tend to the sick and occasionally terminally ill due to the nature of their jobs. The healthcare system will be under a lot of strain due to recent trends including population growth and rising healthcare awareness. Because they have a significant impact on the efficacy, sustainability, and efficiency of health care systems, it is crucial to research the factors that influence work-life balance among medical professionals.

## OBJECTIVES OF THE STUDY

- To research how professionals in the healthcare sector view the value of work-life balance.

- To determine the degree to which work-life balance policies have been formalized in the healthcare industry.

### IMPORTANCE OF WORK LIFE BALANCE

Our personal lives should not be distorted by our work, which is only one aspect of life. Since employment is a source of income, the opposite is also true. The idea is becoming more and more popular because it promotes living a balanced life at home and at work. Keeping a healthy balance promotes the best working hours, which eventually increase productivity. It is a well-known fact that quality tends to decline as quantity increases. The doctor is driven to take on tasks if he is not overburdened with work. He is eager to perform every day and does not feel worn out. His work ethic is unaffected by his workload, and he is motivated to work. A person who works voluntarily finds fulfilment, and a happy person is more likely to succeed in life as well as at work.

### NEED FOR WORK-LIFE BALANCE

The outcomes of imperfect work-life balance faced in day-to-day life are:

**Stress:** To adjust to the ever-changing market conditions, doctors must constantly perform and learn. The ongoing pressure from superiors to reach the goals is another factor. Doctors are therefore forced to give up their personal space. The doctors are under stress from the entire process, which is the main source of a lot of additional issues.

**Physical problem:** In the past, there has been a significant increase in the number of doctors dealing with physical conditions like diabetes, hypertension, and heart attacks. The long and demanding work hours have the greatest impact on women doctors.

**Relational problems:** Spouses, parents, and kids aren't getting the time they need since doctors are spending more time at work than at home.

**Unethical practices:** Doctors sometimes engage in unethical behaviours including drinking, smoking, using drugs, having inappropriate relationships, etc., to cope with stress. Additionally, there is a potential that the doctor will use unethical methods to complete their work, even if it means working under duress.

**Disturbed families:** The doctors' families are the ones who suffer the most. Neglecting the family might occasionally be the result of fighting for the desired outcome. The number of fractured families has significantly increased.

**Decreased performance:** The hospital's doctors are never content. Problems at home are a concern when they are at work, and vice versa. Unaware of it, the doctors become frustrated and are unable to perform at their highest level.

**Hospital in jeopardy:** It all begins with tension, and in the end, the doctor's performance and competence are at a crossroads. The result of the circumstance could be that the doctor is no longer happy with the hospital or that the hospital fails to meet its objectives. Either way, the whole facility is at risk.

### THE ROLE OF HR IN ACHIEVING WORK-LIFE BALANCE IN THE HOSPITAL

The HR division ought to support the physicians in preserving a healthy work-life balance. The HR manager needs to thoroughly examine the problems and come up with a cooperative solution. Work-Life Balance must be offered by hospitals as part of their HR policies. Among the choices that HR can assist with:

- Organizing the job;

- Scheduling patient consultations at the ideal time;
- Offering a flexible work style;
- Job analysis descriptions and specifications
- Having compassion for physicians;
- Allowing room for their private life;
- Organizing family gatherings at work;
- Having an efficient communication system;
- Hospital culture Employee involvement in management

### **STEPS TO ACHIEVE WORK-LIFE BALANCE**

Time and stress are two major problems with work-life balance. A person with flawless time and stress management will have the ideal work-life balance. In the sense that one results from the other's poor management, time and stress are related. An employer's time runs out and pressure mounts if his activities are not well organized, which causes stress, which is the key component upsetting the harmony between work and personal life.

**Time management + Stress management = Work-Life Balance**

#### **Tips for Time management:**

- Appropriate preparation
- Reminders

#### **Tips for Stress management:**

- Take things easy;
- Instead of worrying about the issue,
- Try to find a solution;
- Recognize the reality and quit assigning blame;
- Encourage yourself;
- Take pleasure in your work.

### **CONCLUSION**

Hospitals must address work-life balance as soon as possible since it is a crucial issue. Ultimately, physicians are the most valuable resource, and their success has an impact on hospital performance. To make the hospital the happiest place to work, the doctors and the HR department must collaborate to develop measures that support work-life balance. Despite increased pay and other financial and non-financial rewards, a cozy workplace, less work, and hospitals caring for doctors, it is noted that occasionally. Although a doctor's performance can be influenced by many circumstances, maintaining a balance between work and family life is thought to be crucial for performing at the highest level. Both job happiness and performance at work are enhanced when personal and professional lives are balanced. It makes the person feel satisfied and encourages them to take on obligations with more responsibility. Along with strengthening the doctors' familial ties, it aids in fostering a friendly work environment.

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