

Work-Life Balance of Employees At Sree Mookambika Cancer Centre, Kuleshekaram

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Abstract

The need for employees to strike a balance between their professional and personal lives has become a major concern in the health care industry because of the rigors of employment, schedules, and stress. This research work focuses on analysing the work-life balance of the employees at Sree Mookambika Cancer Centre (SMCC), Kuleshekaram in an effort to identify the key factors which effect the employees' ability to manage their professional and personal responsibilities. Data used in the research are primary data and secondary data, primary data are obtained by using structured questionnaires while secondary data are obtained from the journals, articles and institutional reports. The study utilizes statistical analysis like factor analysis, correlation analysis, and multiple regression analysis to analyze the relationship between variables and identify the most important factors that impact work-life balance. The results show that a large part of the employees suffer from imbalance because of heavy workload, shift work, time pressure and organization constraints. The lack of flexible working hours and poor sleep was also noted as contributing factors to stress and poor well-being, as was the high level of emotional involvement in the care of patients. Finally, the study suggests the need for flexible work schedules, stress management programs, and employee wellness initiatives to help achieve a healthier work-life balance. These measures will not only benefit the well-being of employees, but also help to increase the efficiency and effectiveness of the organization.

Keywords: Healthcare Employees, Organizational Culture, Productivity, Stress, Work-Life Balance

Introduction

Work-life balance is the individual's ability to meet the needs of work, personal and family life. It is a big concern in recent years particularly in the healthcare sector where employees are subjected to high stress level, long work hours and demanding schedules. Healthcare professionals must give constant, high quality care, sometimes in a highly emotional environment.

Stressful circumstances, which can be hard to maintain a healthy balance between work and personal life. An essential component for an employee's health and the productivity of an organisation is work life balance. Workers who balance their work and personal life are more likely to feel satisfied with their job, have good mental health, and are more likely to feel committed to the organization. Conversely, low work-life balance can lead to stress, burnout, decreased productivity and absenteeism, which ultimately impact organizational productivity and service. Sree Mookambika Cancer Centre is a cancer treatment and care specialized healthcare institution. Doctors, nurses and other staff at SMCC are often stretched thin, with long hours, shift work and emotional stress complicating their ability to balance work and their life. Flexible working, welfare, counselling, stress management programmes, and a supportive organisational culture, all assisted by the organisation, are important to supporting employees. These programs help reduce employee turnover, increase productivity, and boost employee satisfaction. Factors like workload, time pressure, family responsibilities, and support from the organization affect work-life balance. Thus, it is essential to be aware of these factors in order to have a healthier and more productive work environment in the healthcare settings such as SMCC. In general, the importance of work-life balance cannot be overstated for the overall physical, emotional, and psychological health of workers and for the quality of services and the efficiency of the organization in the healthcare industry.

Literature Review

In the study on Factors Associated with Work–Life Balance among Nurses in Hospitals: A Socio-Ecological Scoping Review, Widayana et al. (2025) pointed out that the high workload, irregular shifts and insufficient human resources were the main factors that contribute to the poor work–life balance among the nurses. The study results indicated that low WLB is associated with stress, burnout, low job satisfaction and intentions to leave the job. It recommended supportive leadership and flexible working to enhance the wellbeing and retention of nurses. Sarla G Singh and M Sandhu (2024) in their study, Work-Life Balance in Nurses, found that workload and shift work are a challenge for nurses in maintaining a healthy balance between work and family. The study suggested flexible working hours, child care facilities and supportive leave policies to enhance employee wellbeing and organizational performance. Lavanya P.B. and Kanaka Durga A. According to the study ‘A Comparative Analysis of Factors Influencing Work Life Balance among Nurses in Government and Private Hospitals’ (2024), workload, work environment and occupational health and safety are important factors which influence nurses’ WLB. The study recommended that the hospitals need to improve the working condition and the management of workload in order to improve the quality of healthcare. In Factors Associated with Perceived Work-Life Balance Among Health Workers in Gulu District, Northern Uganda, Obina et al. (2024) reported that flexible working hours, job satisfaction and social support were factors that positively influenced work– life balance, while negative factors included long service tenure and the assignment to perform evening shifts. Amini Moghaddam S et al. (2022) in their study Work-Life Balance in Nurses Working in Hospital: A Model with the Mediating Role of Emotional Intelligence found that emotional intelligence was correlated with work–life balance. The study findings were that organizational support and welfare facilities are beneficial in decreasing stress and enhancing job performance.

Research Gap

The current body of research on work–life balance in healthcare primarily addresses doctors and nurses within general hospitals, and less so other groups of healthcare workers and specific

hospitals such as cancer centres. Moreover, there are no institution-specific studies conducted, especially in the semi-urban area of Kuleshekaram. Further, there are very few studies that look at the combined effect of the organizational aspects and employee wellbeing and few that apply sophisticated statistical analysis. This study, therefore, attempts to fill these gaps by the analysis of work–life balance of different categories of employees in Sree Mookambika Cancer Centre and locating the factors influencing the same.

Objectives

- To explore Work-life balance, its determinants and issues of the employees in the institution.
- To determine the difficulties employees encounter in their work/life balance.

Research Methods

The general objective of this study is to look into the work-life balance of the employees of Sree Mookambika Cancer Centre, Kuleshekaram and to find out the factors affecting the employees to balance their job and personal life. The study is based on both primary and secondary data. A sample of 113 employees (doctors, nurses, administrative staff) was used and data was collected through a structured questionnaire. The respondents were purposively sampled depending on availability and willingness. The questionnaire included several variables measured on a 5-point Likert scale from 5 „Strongly Agree“ to 1 „Strongly Disagree“ which represented employees’ perceptions of work-life balance. The sources for this study were mainly journals, books and internet sources (secondary data). To check the reliability and consistency of the variables, Cronbach alpha test was used and the value obtained showed that the data were reliable for analysis. The data collected were analysed using statistical techniques including factor analysis, correlation and multiple regression analysis with the aid of SPSS software. The following tools were applied to recognise the key factors that impact on work-life balance and to explore the correlation between the various variables. The findings obtained from the analysis clearly reflect the situation of the work-life balance of employees in the organization.

Multiple Regression Analysis

Multiple regression analysis is a statistical method that studies the relation between a single dependent variable and two or more independent variables.

Dependent variable = work life balance

Dependent Variable: Work life balance

Table 1 Multiple Regression Analysis for the Factors Affecting Work Life Balance

Variables	Unstandardized coefficients	SE of B	Standardized Coefficients	t value	P value
Constant	1.192	.266	-	4.488	.023
Work life balance(X1)	.094	.042	.249	2.241	0.405
Work load excessive	-.050	.054	-.104	-.920	0.493
Shift timings	.037	.046	.091	.805	.423
Leave policies	-.002	.046	-.005	-.046	.964
Supervisor support	.072	.044	.184	1.602	.108
Job role	-.008	.048	-.021	-.176	.861
Commute time	.047	.043	.118	1.088	.279

work after shift hours	.030	.048	.070	.616	.539
Worry about work	-.028	.044	-0.68	-.633	.528
Family understanding	.005	.050	.012	.108	.914

Source: Primary Data

Table 2 KMO and Bartlett’s Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.531
Bartlett's Test of Sphericity	Approx. Chi-Square	190.433
	df	55
	Sig.	.000

Factor analysis is a statistical technique used to reduce a large number of variables into a smaller set of meaningful factors. It groups variables based on their common characteristics, thereby simplifying the data structure and making interpretation easier. In this study, the extraction method was applied to classify variables into factors based on shared variance. To assess the suitability of the data for factor analysis, the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy and Bartlett’s Test of Sphericity were used. The KMO value was found to be 0.531, which is above the acceptable threshold of 0.5, indicating that the sample is adequate and suitable for factor analysis. Furthermore, Bartlett’s Test of Sphericity was statistically significant with a p-value of 0.000, suggesting that there is a sufficient correlation among the variables. This confirms that the data is appropriate for applying factor analysis.

Table 3 Factor Analysis for Various Challenges Faced

Rotated Component Matrix ^a			
Variables	Component		
	Work-Life Support & Convenience	Work Stress & Fatigue	Organizational Constraints
Accessible Workplace Location	.699		
Work-Life Balance	.636		
Time for Personal Interests	.623		
Emotional Exhaustion		.782	
Lack of Adequate Rest/ Sleep		.642	
Lack of Flexibility			.746
Poor Work Scheduling			.589

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization.
 a. Rotation converged in 5 iterations.

Source: Primary Data

The Rotated Component Matrix obtained using Principal Component Analysis (PCA) and Varimax rotation showed three main underlying dimensions that had an impact on the employees' work experiences. Five iterations brought the rotation together, thus providing a stable and reliable factor structure. The first (Work-Life Support and Convenience) contains elements including Accessible Workplace Location (.699), Work-Life Balance (.636), and Time for Personal Interests (.623). These variables all load positively with each other, indicating that employees think of workplace accessibility, balance between work and life and personal time as connected factors that are part of work-life support and convenience.

The second component, labeled Work Stress and Fatigue, has two factors: Emotional Exhaustion (.782) and Lack of Adequate Rest/Sleep (.642). These variables have high factor loadings, meaning that these variables are closely related to employee stress, fatigue and psychological strain. Within this dimension, emotional exhaustion is the strongest contributor, emphasizing the relationship between workload and lack of recovery and its effect on employees' well-being.

Lack of Flexibility (.746) and Poor Work Scheduling (.589) are part of the third factor, Organizational Constraints. These variables include structural and administrative constraints in the organization that impact employee comfort and efficiency. The loading of lack of flexibility is high, indicating that the organization's inflexibility aspects are significant to employees' sense of constraints.

In general, the factor analysis results showed that there are three factors that affect the employee's workplace experiences, which are factors related to supportive work-life, stress and fatigue and organizational constraints. The dimensionality of the constructs and the clear factor structure of the variables within each of the components confirm the validity of the constructs and the multidimensional nature of the employee work experiences.

Findings

1. In Sree Mookambika Cancer Centre, majority of the employees face the problems of maintaining work-life balance due to challenging working conditions.
2. Long working hours, heavy working load and emotional stress are the main factors that impact employees' personal and professional life.
3. Lack of flexible working times and inappropriate shift working makes it difficult for employees to organise personal responsibilities.
4. Fatigue, lack of rest, stress, are common health related issues among employees and impact their performance.
5. Employees who have a positive ratio between work and leisure are more satisfied with their job and have a positive attitude.
6. Support from the organization, such as flexible policies and a positive work environment, is important in improving work-life balance.
7. According to the regression analysis, it has been found that the factors found have significant effects on the overall work life balance.
8. Colleagues and supervisors were reported to have a positive effect on managing work-related stress and better work-life balance.
9. Employees stated the need to have better leave policies and wellness programs to deal with job pressures and to balance their lives.

Suggestions

1. Work load distribution and provision of staffing should be done to reduce work pressures.
2. The management should encourage employees to be healthy by organizing wellness programs,

- stress management programs and providing adequate rest periods.
3. Regular breaks and leave facilities can help employees to recover from the stresses of work and enhance productivity.
 4. The organisation should foster a positive working culture with positive relationships and teamwork amongst staff and management.
 5. Counselling services may be implemented to assist employees to deal with emotional stress, particularly in a healthcare environment.
 6. Motivation and job satisfaction should be improved through recognition and appreciation of employees' efforts, as directed by the management.
 7. Enhancing the work-life balance policies in the organization can improve employee retention and employee performance.

Conclusion

This study on work-life balance of workers at Sree Mookambika Cancer Centre shows that a lot of workers are experiencing problems with their work-life balance. The most critical issues relating to their work-life balance are working long hours, work pressure and inflexibility. Results have shown over 50% of employees are challenged to maintain balance, which results in stress, fatigue and even health problems like diabetes and headaches. In addition, the analysis indicates that organizational culture has a positive impact on the work-life balance of employees and, therefore, managerial care is relevant. There are many ways employees try to manage stress, but there is a clear need for improved organizational support, particularly through flexible working and paid leave. The study's key findings show that positive workplace policies, decreased workloads, and a positive organizational culture are all critical for promoting employees' health and productivity. The changes will not just help to foster work-life balance, but also add to job satisfaction and organizational effectiveness.

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