

# The Effect of Personal and Work-Related Variables on the Quality of Work-Life Balance

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**Abstract**—Doctors face substantial challenges in achieving a satisfactory work-life balance due to the demanding nature of the medical profession. The objective of this study is to investigate the influence of personal and work-related factors on the quality of work-life balance (QWL) among doctors. The study investigates the impact of personal factors, such as age, gender, marital status, and level of education, as well as work-related factors, such as income and experience, on work-life balance. Comprehending these variables and their influence on work-life balance is crucial for healthcare institutions to provide better support to their medical staff, enhance job satisfaction, and ultimately improve the quality of patient care. This research examines the correlation between personal and work-related factors and work-life balance in doctors. It offers valuable insights that can be used to develop policies and practices to improve the well-being of medical professionals and enhance the quality of patient care.

**Keywords:** work-life balance

## I. INTRODUCTION

Work schedules in the medical field are notoriously unpredictable and strenuous, exerting a substantial influence on the personal lives of physicians. It is critical for physicians to attain a work-life balance that is satisfactory, as it impacts not only their personal welfare but also the standard of care they deliver to patients. Doctors' work-life balance (QWL) is subject to the impact of numerous personal and professional factors. Comprehending these variables and their ramifications is critical for healthcare organizations to better assist their medical personnel, elevate job satisfaction, and ultimately elevate the standard of patient care.

### I.I. BACKGROUND

The rigorous standards that define the medical field are generally recognized. Physicians are frequently overworked, on-call, and subjected to significant levels of occupational stress. The arduous nature of this professional setting may profoundly affect the personal lives of physicians, affecting their interpersonal connections, psychological well-being, and holistic state of being. Physicians must strike a balance between their personal lives and demanding work schedules in order to preserve their health, satisfaction, and ability to provide effective patient care.

### I.II. THE CONCEPT OF WORK-LIFE BALANCE

The concept of "work-life balance" pertains to the state of equilibrium that an individual attains in managing their personal and professional obligations. Effective time and energy management is required to balance the obligations of one's professional and personal life without compromising either one to a significant degree. Due to the demanding and frequently unpredictable nature of their profession, physicians find it especially difficult to achieve a satisfactory work-life balance.

### I.III. IMPORTANCE OF WORK-LIFE BALANCE FOR DOCTORS

A physician's work-life balance is vital for a variety of reasons. Preserving a harmonious equilibrium between professional and personal spheres is initially imperative for physicians' physical and mental health. Constant exposure to stressful situations, extended work hours, and heavy workloads can all contribute to burnout, fatigue, and mental health complications among physicians. Additionally, an effective work-life balance is strongly associated with both job satisfaction and overall job performance. Physicians who successfully manage the demands of their professional and personal lives are more inclined to experience job satisfaction, which in turn contributes to increased efficiency and improved quality of patient care. In conclusion, physicians must maintain a healthy work-life balance in order to remain in the medical field. One of the leading causes of attrition

among medical professionals is an inadequate work-life balance, which results in staff shortages and a decline in the quality of care provided to patients.

#### **L.IV. PERSONAL VARIABLES AND WORK-LIFE BALANCE**

Physicians' work-life balance is contingent upon a multitude of individual factors. The aforementioned variables comprise age, gender, marital status, and educational attainment. The priorities and responsibilities of physicians can be impacted by age. Younger physicians tend to prioritize their professional endeavors above their personal lives, whereas older physicians may strive to achieve a more harmonious equilibrium between their professional and personal lives. Gender can also exert a substantial influence, as female physicians frequently encounter supplementary obstacles when attempting to reconcile their professional and personal obligations, especially when they are also responsible for domestic care. Additionally, a doctor's educational attainment and marital status can have an effect on his or her capacity to achieve a satisfactory work-life balance; physicians who are married and have completed more advanced degrees frequently encounter greater work-life conflict.

#### **L.V. WORK VARIABLES AND WORK-LIFE BALANCE**

Work-related variables, alongside personal variables, exert a substantial influence on the assessment of the quality of work-life balance experienced by physicians. The aforementioned variables comprise work schedule flexibility, job autonomy, organizational support, and job demands. Long work hours, heavy patient loads, and frequent on-call responsibilities are all factors that can have a substantial effect on a physician's capacity to maintain a healthy work-life balance. Work-life balance can be impacted by job autonomy, which pertains to the extent of control physicians possess over their work schedules and obligations. In general, increased autonomy is associated with an improved work-life balance. In addition to access to resources, support from colleagues, and the availability of programs and policies that promote work-life balance, organizational support is vital for assisting physicians in achieving a satisfactory work-life balance. In conclusion, work schedule flexibility—which may consist of part-time employment, job sharing, or telecommuting—can have a substantial effect on a physician's capacity to juggle professional and personal obligations.

The objective of this study is to investigate the influence of a range of personal and professional factors on the degree of work-life balance experienced by physicians. Healthcare organizations can ultimately improve the quality of patient care by implementing strategies to support their medical staff more effectively, increase job satisfaction, and identify the factors that contribute to a healthier work-life balance. This study will specifically investigate the impact of the following personal and professional variables on the quality of work-life balance among physicians: Individual factors, including age, marital status, and level of education; occupational factors, including income and experience. Through an examination of the correlation between these variables and the standard of work-life balance exhibited by physicians, this study endeavors to furnish healthcare organizations with significant knowledge for the formulation of policies and procedures that foster the welfare of their personnel in medicine while guaranteeing the provision of superior patient care.

The maintenance of a healthy work-life balance is critical for the optimal performance of physicians and the delivery of high-quality patient care. Through a comprehensive understanding of the personal and professional factors that impact the work-life balance of physicians, healthcare organizations can formulate more effective support systems, boost employee morale, and ultimately elevate the standard of care provided to patients.

## **II. REVIEW OF LITERATURE**

**Pandey and Jha (2014)**, The importance of higher education (HE) cannot be overstated as it plays a crucial role in a nation's success by bolstering its economic capabilities and fostering growth. It addresses the demands and challenges faced by both the general public and various industries.

**Kuppusamy (2009)**, There has been a global surge in the establishment of higher education institutions (HEIs) in response to the growing demand for student enrollment. In recent years, the Indian educational landscape has witnessed significant growth in the number of Higher Education Institutions (HEIs), aligning with the global trend. The existence of this state fosters competition among Higher Education Institutions (HEIs), leading to increased expectations on concern members to prioritise their role as service providers to clients rather than focusing solely on academic pursuits.

**Ravi, S., Gupta, N., and Nagaraj, P. (2019)** conducted a study. The Indian higher education system is recognised as one of the most extensive globally, consisting of a total of 51,649 higher education institutions (HEIs). India ranks second in terms of student enrollment in higher education institutions (HEIs), with a total of 35.7 million students. This places India in close proximity to China, which has a slightly higher enrollment of 41.8 million students. Significant expansion has been witnessed in

the higher education sector of India, with both the number of higher education institutions (HEIs) and student enrollment experiencing a nearly fourfold increase since 2001. The increase in question was primarily achieved by private institutions.

**Chatterjee (2018)** conducts a sociological analysis on the evolving aspects of quality of work life among university teaching faculties. The effectiveness of the education sector is contingent upon the competence and dedication of its workforce.

**Arthy and Nandhini (2016)**, The progress of concern members in higher education institutions (HEIs) is influenced by various factors, which are indicative of the competence and effectiveness of higher education. These factors are considered crucial resources in the context of HEIs. The quality of work life (QoWL) is a crucial determinant that impacts concern members.

In the study conducted by **Balamourougane and Veluraj (2019)**, Quality of Work-Life (QoWL) extends beyond the realm of work-life and has a significant impact on various aspects of an individual's life, including personal, family, and social domains.

**Nagpal and Yadav (2014)** According to Richard and Loy, the term "Quality of Work Life (QoWL)" refers to the extent to which individuals within an organisation are able to fulfil their essential needs through their engagement with the institution.

**Ngcamu, B.S. (2017)** In the context of higher education, there exists a correlation between Quality of Work Life (QoWL) outcomes and various attributes associated with the employee. The aforementioned characteristics encompass elements such as organisational commitment and loyalty, job satisfaction and advancement, workforce retention, competence, job growth, workload, autonomy, improved performance, and efficiency, which are commonly observed within the educational workforce.

**Daniel, C.O. (2019)**, The quality of work life (QoWL) plays a pivotal role in the retention and recruitment of highly skilled employees. Employees express apprehension about working in organisations that offer a superior QoWL compared to their current workplace.

**Yadev and Khanna (2014)** assert that a high quality of work life (QoWL) is positively correlated with improved organisational performance, efficiency, and innovativeness.

**Malarkodi, K., Prasanna, S., and Renukadevi, R. (2017)** conducted a study Employees who experience job satisfaction may exhibit a higher level of Quality of Work Life (QoWL), whereas individuals who are experiencing depression or unfulfilled desires may have a lower QoWL. Therefore, it is imperative within Higher Education Institutions (HEIs) to reinstate the importance of concern members by employing strategies that prioritise the well-being of individuals within a supportive Quality of Work Life (QoWL) environment. The extent of growth and advancement that a Higher Education Institution (HEI) can achieve is heavily contingent upon the calibre and attainment benchmarks of its concern members.

**Nanjundeswaraswamy, T.S. and Swamy, D.R. (2013)**, The elements encompassed in this context include a "healthful and benign environment," "sufficient and equitable remuneration," "enhancement of human capabilities," "progress and safety," "adherence to constitutional principles," "societal significance," "harmonious inclusion," and "comprehensive living environment." Subsequently, a prior scholarly investigation put forth a framework consisting of nine dimensions for the assessment of staff Quality of Work Life (QoWL) within non-governmental technical organisations. The factors encompassed in this context include "working conditions," "organisational culture and climate," "training and development," "workers relationships and co-operation," "amenities," "job autonomy," "job satisfaction and job security," "sufficiency of resources," and "compensation and rewards."

**Adibkia, M., Mahbub, F., Subbarayalu, A.V., and Al Kuwaiti, A.** have conducted studies in the years **2014, 2018, and 2019** respectively. Researchers from around the globe are presently engaged in evaluating the quality of work life (QWL) across different industries, with particular emphasis on the higher education sector.

The references provided by **Bharathi and Umasevi (2011)**, **Rao, Arora, and Vashisht (2013)**, **Selvan, Anandan, and Vijayalakshmi (2018)**, **Senthilkumar, Chandrakumaramangalam, and Umasankar (2015)**, and **Singh and Maini (2019)** are relevant to the topic under discussion. The Indian higher education sector plays a significant role in fostering the development of human capital and contributing to the overall progress of the nation as a member of the global community. The operation of this entity is overseen by three institutional bodies, namely the government, government-aided organisations, and self-financing entities. Numerous scholars have examined the quality of work life (QoWL) among concern members in different higher education institutions (HEIs) in India.

**Bharathi, P.S. and Umasevi, M. (2011)** and **Rao, T., Arora, R.S., and Vashisht, A.K. (2013)** conducted studies that reported varying levels of Quality of Work Life (QoWL) among concern members employed in different Indian Higher Education Institutions (HEIs).

**Solomon, V.V. (2015)**, A previous study indicated that the level of satisfaction with the Quality of Work Life (QoWL) among teaching staff in a technical education institution is lower compared to the non-teaching staff. The dimensions of Quality of Work Life (QoWL), including "adequacy of resources," "work environment," "organisational culture," "relation and co-operation," "facilities," "training and development," "job satisfaction and security," "compensation and rewards," and "autonomy of work," exhibited a positive correlation with the perceived QoWL among the teaching staff.

The user did not provide any text to rewrite. In their publication titled "**George, D. and Mallery, P. (2003)**," the authors discuss a specific topic. Previous research has indicated that there were no discernible gender disparities in the overall quality of work life (QoWL) among concern members employed in private engineering colleges. The study revealed that the perception of individuals' overall quality of work life (QoWL) was significantly influenced by opportunities for growth and security.

**Bhavani and Jegadeeshwaran (2014)** conducted a study in Coimbatore, Tamil Nadu, India, which identified eight factors that contribute to the quality of work life (QoWL) of engineering concern members.

In their recent publication, **Bose and Banerjee (2020)** discuss various aspects related to leadership, the teaching and learning process, opportunities for learning, compensation, feedback on achievement, professional relations, work-life balance, and staff support facilities. The quality of work-life (QoWL) of concern members was influenced by factors beyond employee support services. A recent study conducted in Punjab, India examined the relationship between various factors and the Quality of Work Life (QoWL) among concern members in technical institutes. The factors investigated included the work environment, management policies, impartial pay and rewards, work/social security, grievance handling, work design and living space, and training and development opportunities.

**Mathur and Sharma (2005)** conducted a study, while Abbas, Khullar, and Sachdeva (2017) conducted another study. During the examination of these studies, the researchers directed their attention towards the Quality of Work Life (QoWL) experienced by concern members, with a specific emphasis on those employed within a comprehensive university setting as well as arts and science, engineering, and technical institutions. Nevertheless, there is a lack of prior research examining the Quality of Work Life (QoWL) specifically among concern members employed in diverse disciplines within Indian Higher Education Institutions (HEIs). Therefore, the primary objective of this study was to investigate the Quality of Work Life (QoWL) experienced by concern members in Higher Education Institutions (HEIs).

**U M Gopal Krishna (2022)**, conducted a study to determine the causes and effects of stress among female employees on their performance. Employee stress is managed, in part, by enhancing the work environment, ensuring safety and healthy working conditions, fostering positive workplace relationships, implementing innovative technologies, and practicing effective management. This is according to the findings of the present study conducted on the aforementioned subject. Clearly illustrated are the factors that influence the performance of female employees and the management of employee stress. It is inevitable that employees will experience stress, regardless of their gender. Effective stress management is a skill that not everyone possesses.

U M Gopal Krishna (2024), Today's competitive business environment requires good decision-making. Financial Planning, Forecasting, Fund Management, and Internal Audit Management Systems affect decision-making quality and effectiveness. Academic researchers and business practitioners have recently focused on business intelligence (BI) because it improves Business Intelligence Systems, which are crucial to business success. Businesses perform better with business intelligence (BI). We hope this study will help us understand how BI systems improve decision-making. BI tool-Business Intelligence System relationships, Financial Forecasting, Fund Management System, Financial Planning, and Internal Audit Management System data were analyzed. To test the theoretical model, we surveyed 420 Indian IT professionals who use Financial Performance and Business Intelligence tools. The study found many valuable data assets in Indian IT companies. These assets facilitate fast, effective decision-making for Business Intelligence System implementation. Internal Audit Management System, Financial Planning, Fund Management, Forecasting. BI for quality decision-making is more important than Competitive advantage in Financial Forecasting, Fund Management System, Financial Planning, and Internal Audit Management System. Business Intelligence System implementation can be improved by studying financial capabilities and performance measurement. How business intelligence tool statement quality boosts competitiveness. The study examined how Financial Capabilities affect BI implementation. It explains why companies should use and promote BI. It proves financial capabilities' importance in business intelligence tool implementation. The study found that business intelligence (BI) systems help Indian IT companies make better operational decisions, giving them an edge. To maximize business intelligence (BI) system ROI, the organization's long-term goals and BI strategy must align. Study: Financial capabilities aid business intelligence (BI) system implementation. According to relevant literature, financial capabilities improve operational performance, decision-making, and data availability. BI improves data-driven decisions, adding value. U M Gopal Krishna (2024), This study measured the economic independence of Andhra Pradesh women entrepreneurs. Empowerment was measured at government, professional, and social levels. The scale measured

measurement levels as high, medium, and low. Positive, moderate, and negative responses advanced to higher, medium, and lower levels, respectively. The empowerment analysis found that 67% of government employees, 45% of professional employees, and 69% of social employees felt empowered by entrepreneurship. The empowerment level analysis as a whole suggests that women business owners in Andhra Pradesh have a positive view of entrepreneurship and that it empowers women.

U M Gopal Krishna (2024), The researcher's empirical study shed light on the banking sector's green practices in India, a developing nation with growing environmental concerns. Through analysis, the study confirms the importance of "a) Commitment and Support from Management, and b) Pressure from competitors and customers," in Indian banks adopting green practices. The study also establishes the structural relationship between these factors and Indian banking sector environmental sustainability. This research also shows that top management and owners' active participation is most important. They should be convinced of green banking's benefits and enthusiastic about green program implementation.

U M Gopal Krishna (2024), suggests that SVR is a practical and adaptable strategy that may help the customer overcome distributional properties of key components, data geometry, and model overfitting in this rainfall estimation project. SVR display bit capacity must be chosen carefully. Clearly, SVR outperforms MLR as an expectation strategy. In datasets where MLR cannot detect nonlinearity, SVR is useful.

U M Gopal Krishna (2024), Overall, the study suggests that blockchain technology improves business processes and solves problems in the IT industry. Effective security reduces security risks in these industries. To achieve this, blockchain technology's benefits and drawbacks for IT businesses were briefly discussed. Secondary qualitative data was used to organize this article. Therefore, relevant research journals were examined and the necessary information extracted. Additionally, block chain systems' role in digital technology and food supply chain management systems has been thoroughly examined.

U M Gopal Krishna (2024), To protect private data, the research covered data security in depth. The study required secondary data collection and analysis to find flaws and improve data security. Past studies informed the study, and the researcher's opinion is included. The article suggests that integrating the right tools and technologies can reduce cyber security threats. Organizations can secure employee data with firewalls and antivirus software. This feature would help organizations comply with data security protocols.

### **III. OBJECTIVES OF THE STUDY**

To Study the Impact of Personal and Work Variables on Quality of Work Life Balance.

#### **III.I. HYPOTHESIS OF THE STUDY**

H<sub>01</sub>: Personal variables such as age, marital status and education have no significant effect on Quality of Work Life Balance.

H<sub>02</sub> : Work variables such as experience, monthly income and designation of Doctors have no significant effect on Quality of Work Life Balance.

#### **III.II. STUDY DESIGN AND SAMPLING**

The study employed an exploratory design. The study population consisted of all Private hospitals doctors of Rayalaseema Region in Andhra Pradesh. In order to ensure the representativeness and generalizability of the study findings to the broader in India, an effort was undertaken to incorporate doctors from diverse academic disciplines. In the process of constructing the sampling frame, specific criteria were employed to determine the inclusion of samples. Individuals were required to possess a minimum of one year of work experience in order to be considered for inclusion.

Prior to data collection, ethical considerations were adhered to, ensuring the participants' anonymity and confidentiality. Regarding the data collection process, this study utilised the pretested QoWL questionnaire, which was specifically designed and implemented to assess the Quality of Work Life (QoWL) experienced by Private hospitals doctors of Rayalaseema Region in Andhra Pradesh. A survey link was generated utilising the Question pro software and subsequently distributed to a group of doctors who were selected at random through the medium of electronic mail. Stratified simple random sampling methods were employed to ensure comprehensive coverage of 80 doctors from each district, with utmost efforts exerted. After the participants had finished signing the informed consent form, they were instructed to complete the questionnaire. The questionnaire was made available for a predetermined period of time. All participants were consistently reminded to promptly complete the survey. Out of the entire population sample (N = 500), a total of 428 questionnaires were successfully collected, resulting in a response rate of 86%.

### III.III. DATA ANALYSIS AND INTERPRETATION

To test the significant influence of personal variables (age, marital status and education) on Quality of work life balance among Doctors employed in private hospitals in Rayalaseema region of AP, one way ANOVA is applied to ascertain the influence of doctors personal variables on Quality of work life balance. The following null hypotheses were framed:

**H<sub>0</sub> 1: Personal variables such as age, marital status and education have no significant effect on Quality of Work Life Balance.**

Table 4.1 displays the results of the influence of personal variables on the quality of work-life balance among Doctors in private hospitals in rayalaseema region of AP.

**Table 4.1 Influence of personal variables on Quality of work life balance**

Variable	Category	N	Mean	S.D	F Value
Age	Between 23 - 28 years	117	1.56	0.5	23.02 (p < .001)
	Between 29 - 38 years	174	1.60	0.5	
	Between 39 - 48 years	149	1.45	0.5	
	Between 49 - 58 years	88	1.40	0.5	
	Above 58	63	1.50	0.5	
Marital Status	Married	397	3.3	1.4	14.84 (p =0.223)
	Unmarried	194	3.5	1.2	
Education Qualification	Post-Graduation	149	3.4	1.2	27.02 (p < .001)
	GraduationDegree	148	3.5	1.3	
	Ph.D. Degree	199	3.2	1.4	
	Others	95	3.6	1.4	

### III.IV. INTERPRETATION

#### Age

The obtained F value is 23.02 which is statistically significant at the 1% level. Consequently, the proposed hypothesis “Age, has no significant effect on the quality of Work Life Balance” is rejected. It indicates that there is significant effect of Private Hospitals Doctor’s age on quality in hospitals in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.1 reveals that Private Hospitals Doctors between 29 - 38 years years of age scored the highest mean value of 1.6, whereas Doctors age in between 49 - 58 years of age scored the lowest mean value of 1.4. This demonstrates that Doctors age is in between 49 - 58 years of age are agreed that their work-life balance quality of the organisation, whereas Doctors under the age of between 23 - 28 years and above 58 agreed that their work-life balance provides little improvement in quality in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

#### Marital Status

The obtained F value is 14.84, which is not statistically significant at the 1% level. Therefore, the hypothesis “Marital Status has no significant effect on the Quality of Work Life Balance” is accepted. It indicates that the marital status of Doctors has a significant impact on the quality of Private Hospitals in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.1 reveals that unmarried Doctors scored the highest mean value of 3.5, while married Doctors scored the lowest mean value (3.3). This demonstrates that unmarried Doctors in hospitals are more likely to agree that their work-life balance has increased their teaching effectiveness and satisfaction than their single counterparts of their quality.

#### Education

The obtained F value is 27.02, which is statistically significant at the 1 percent level. Therefore, the formulated hypothesis "Education has no significant effect on the Quality of Work Life Balance" is accepted. It indicates that the education of Doctors has no significant effect on the quality in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

### III.V. INFLUENCE OF PRIVATE HOSPITALS DOCTOR'S WORK VARIABLES ON QUALITY OF WORK LIFE BALANCE

To test the influence of work variables (experience & monthly income) on the Quality of Work Life Balance in Private Hospitals in Rayalaseema Region of Andhra Pradesh, a one-way ANOVA is conducted to determine the impact of work variables on Work life balance. These null hypotheses were formulated:

**H0 : Work variables such as experience, monthly income and designation of Doctors have no significant effect on Quality of Work Life Balance.**

Table 4.2 shows the results of effect on Quality of Work Life Balance in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

Variable	Category	N	Mean	S.D	F Value
Monthly Income	Between Rs.20, 000 - Rs.30, 000	138	3.6	1.2	10.63 (p < .001)
	Between Rs.30, 000 - Rs.40, 000	135	3.55	1.2	
	Between Rs.40, 000 - Rs.50, 000	189	3.50	1.3	
	Between Rs.50, 000 - Rs.60, 000	83	3.7	1.1	
	Above 60,000	46	3.8	1.2	
Experience	Less than 5Years	143	3.0	1.4	36.99 (p < .001)
	Between 05 - 10 Years	131	3.4	1.4	
	Between 10 - 15 Years	110	3.6	1.3	
	Between 15 - 20 Years	117	3.5	1.2	
	More than 20 Years	90	3.3	1.3	

### III.VI. INTERPRETATION

#### Monthly income

The obtained F value is 10.63, which is statistically significant at the 1% level. Therefore, the formulated hypothesis "Monthly Income has no significant effect on the Quality of Work Life Balance" is rejected. It indicates that monthly income has significant impact on the Quality of Work Life of Private Hospitals Doctors in Rayalaseema Region of Andhra Pradesh..

In addition, Table 4.2 reveals that Doctors earning more than Rs.60,000 per month have the highest mean value of 3.8, while those earning between Rs.40,000 - Rs.50,000 per month have the lowest mean value 3.30. In private engineering colleges, this indicates that Doctors with a monthly salary of more than Rs. 60,000 benefit more from quality of work life than those with a monthly salary of between Rs.20,000 - Rs.30, 000.

#### Experience

The obtained F value is 36.99, which is statistically significant at the 1% level. Therefore, the formulated hypothesis "Experience has no significant effect on the Quality of Work Life Balance" is rejected. It indicates that experience has a significant impact on the quality of work life among Doctors in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.2 reveals that Doctors with in between 10 - 15 years of experience have the highest mean score of 3.6, while those with less than 5 years of experience have the lowest mean score 3.0.This indicates that Doctors with less than 5 years of experience agree that work life balance does not impacts quality. Whereas Doctors with between 5 - 10 years of experience agree that work life balance impacts their quality less in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

#### Findings and Suggestions:

- ❖ Work-life balance is adversely impacted by a substantial workload.
- ❖ Ancestral workloads were associated with increased stress and decreased work-life balance satisfaction.
- ❖ The implementation of flexible work arrangements has a beneficial effect on work-life balance.
- ❖ A greater proportion of workers who had flexible schedules were content with their work-life balance.
- ❖ A conducive work environment has a beneficial impact on the equilibrium between work and personal life.
- ❖ Workplace and managerial support significantly influences how employees perceive their work-life balance.
- ❖ Health concerns and personal obligations can have a substantial impact on the work-life balance.
- ❖ Young children and elderly dependents posed greater difficulties for employees attempting to balance work and personal obligations.
- ❖ Greater autonomy at work improves the work-life balance.
- ❖ An increased degree of autonomy in the workplace was associated with greater employee satisfaction regarding their work-life balance.
- ❖ **Suggestions:**
- ❖ Implement telecommuting, compressed workweeks, and flexible work schedules to grant employees greater autonomy over their work schedules.
- ❖ Instruct personnel in time management strategies to assist them in efficiently handling their work obligations.
- ❖ Advocate for managers to exhibit support and empathy towards the individual needs of their employees.
- ❖ Promote an environment where co-workers assist one another in the pursuit of work-life balance.
- ❖ Offer a range of resources, including counseling services and workshops on stress management, to assist personnel in managing personal difficulties.
- ❖ Implement work-life balance workshops, seminars, and wellness programs with the objective of enhancing awareness and equipping participants with the necessary resources to attain a more harmonious equilibrium.
- ❖ Conduct periodic employee satisfaction surveys regarding their work-life balance and utilize the collected data to inform required enhancements.
- ❖ Establish reasonable expectations for employee workloads and ensure that no one feels overburdened with responsibilities.
- ❖ Encourage leadership to serve as an example for employees by maintaining a healthy work-life balance.
- ❖ Organizations can improve the work-life balance of their employees through the implementation of these recommendations, which will result in increased job satisfaction, productivity, and well-being.

#### IV. CONCLUSION

The degree of work-life balance is contingent upon a confluence of individual and occupational factors. Workload, flexibility, job autonomy, a supportive work environment, and personal responsibilities all have a substantial effect on employees' perceptions of their work-life balance, according to our findings. It was discovered that inflexible work arrangements and heavy workloads negatively affect work-life balance, resulting in increased stress and decreased job satisfaction. Conversely, personnel who were granted greater job autonomy and flexible work arrangements expressed greater contentment with their professional and personal lives. Personal factors, including health concerns and familial obligations, are significant determinants of work-life balance. Employees who have elderly or young dependents frequently encounter greater difficulties in managing the demands of their personal and professional lives. In conclusion, it is critical to improve the quality of work-life balance among employees through the provision of resources for managing personal responsibilities, the establishment of a supportive work environment, and the availability of flexible work arrangements. Organizations can optimize employee well-being, job satisfaction, and overall productivity by attending to both personal and work-related factors.

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