

Work-Life Balance, Personality, Burnout and Stress Factor among Nurse Staff in Hospitals

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Abstract

The main purpose of the study is to get understanding the about the work-life balance, personality, burnout as well as stress factors among nurse staff in hospitals. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. Majority of respondents strongly agreed and agreed that work-life balance satisfaction, personality, burnout and stress are among the nurse's factors which affect nurse staff in hospitals. Therefore, those individuals who desire to pursue nursing must have to deal work-life balance, personality, burnout and stress factors in hospitals in efficient way.

Keywords: *Nurses, Personality Traits and Healthcare.*

Introduction

Stress has been classified as an interaction, as an outcome or response, and as an antecedent or stimulus. Stress is a specific interaction between an individual and their surroundings that they see as exhausting or beyond their capabilities and harming their well-being. However, stress need not be bad. Each individual interprets and gives meaning to events based on their cognitive evaluation, perceptions, as well as interpretations, which also affects whether they are viewed as threatening or helpful. Because what may be too difficult for one person may be exciting for another, personality traits can affect the stress equation. In fact, it has been noted that job stress is a serious health issue. Based on the physical labour, suffering, staffing, working hours, as well as interactions that are essential for nurses, the role of the nurse seen stressful.

The "burnout" term describesthe employees' respond against the stress they faced whichare related to job. The syndrome of burnout is frequently thought of as being marked by emotional weariness, depersonalization, and a decrease in self-achievement. However, family life and work life are not completely separate; they may even conflict. The duties which they have to perform for their employment, marriage, as well as children may cause stress. Rarely have the consequences of both nonwork and job relatedstresses on nurses been researched. However, being a profession dominated by women, nursing may be one where non-work stress is particularly relevant. Women continue to balance a variety of responsibilities, including family or house related, for which are their primarily responsible. Burnout and work stress are still very critical issues in nursing, affecting both people as well asorganisations. Except this stress is perceived adversely or positively by the nurse individually and the response associate with neuroendocrine results in changes in physiological that may eventually cause sickness. Working place stress can cause turnover as well as absenteeism in the healthcare industry, both of which have a negative impact on the standard of treatment. Particularly hospitals are experiencing a workforce shortage. The demand for care services is rising along with expectations in career among prospective healthcare

employees are shifting and employee unhappiness at hospitals is rising. Researchers as well as nurse leaders believe that by transforming unhealthy work environments into healthy ones, it will be possible to enhance patient outcomes, particularly those that are connected to patient safety, as well as nurse recruitment and retention.

Gribben & Semple, (2021) suggested that the individuals nursing professionals and their organisations have a shared duty for addressing burnout and encouraging health in order to foster resilience and support and expand workforce capacity. Umene-Nakano et al. in their paper published in 2013 suggested that in Japan, a low degree of personal success was relatively widespread among psychiatrists and burnout was linked to a lack of a good work-life balance, and social support was found to lessen its effects. Seo et al. (2020) suggested that personal achievement-focused interventions could lessen the likelihood of burnout in healthcare workers. Kumar et al. (2021) suggested that intensive care nurses experience a high rate of burnout (37.6%). Limiting work hours and receiving specialised training can both help to mitigate this issue. Physical symptoms that occur frequently could be early signs of burnout. Ashrafi et al. (2018) suggested that the level of work life satisfaction and nurse burnout were correlated. Therefore, it is encouraged to implement things to enhance the work life' quality, lower burnout, boost levels of accomplishment at personal level, as well as ultimately deliver services to patients. Mumuni, (2020) suggested that the mental health of nurses at the psychiatric-hospital in Ankaful maintained a healthy work-life balance. Also, respondents reported high levels of psychological well-being. Psychological well-being as well as work-life balance also showed a shaky positive correlation. Additionally, it has been found that extraversion acts as a moderator relationship between psychological well-being and work-life balance. Dousin et al., (2019) suggested that Job performance is significantly and favourably impacted by flexible working hours and supportive supervision. Flexible work schedules and supportive supervision are favourably mediated by job satisfaction in the context of job performance. Effective work-life practises will raise employees' job satisfaction, which will ultimately boost their output and performance.

Permarupan et al., (2020) suggested that the study adds to the body of knowledge by demonstrating the necessity for separate research on quality work life characteristics, their effects on psychological empowered, and also how psychological empowerment allows nursing staff who serve health tourists to avoid burnout. This study also has significant ramifications for the nursing industry's management team, who may now start managing burnout by offering psychological employment. Dyrbye et al., (2019) suggested that in the multivariable analysis, burnout was independently predicted by demographics, job hours, and highest nursing-related academic degree. Work hours were one factor that was independently connected with work-life satisfaction. Nurses were not more likely to experience burnout symptoms, however. The nurses in the study had a high level of organisational commitment. In nursing there are various other studies too (Monga, 2018; Rukuman, 2018) but this paper focus on studying the about the work-life balance, personality, burnout and stress factor among nurse staff in hospitals.

Methodology

The researchers will use mixed research design, which is a combination of qualitative and quantitative research methodology, to attain the study's objectives. Quantitative study involves the gathering of information which is measurable, and qualitative study, more focused on result's interpreting as well as delving into people's opinions. Methods of qualitative studies require a smaller population sample than quantitative ones. In this mixed research design methods, the researcher will use descriptive survey research methods to collect and analyze the necessary numbers and verbal description information. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. The primary data collected through questionier is arranged in excel and then through SPSS descriptive statistic and graphs are formed.

Result and Discussion

According to table 1, the majority of respondents strongly agreed and agreed that work-life balance satisfaction among the nurses. Additionally, nurses need to comprehend the significance of preserving a positive work-life

balance. Nurses who successfully balance their personal and professional life experience less stress, have more leisure time, spend more time with their families, avoid burnout, and take better care of their own personal health. Table 2 shows that the majority of respondents strongly agreed and agreed that personality is very essential for nurses. The distinctive feeling, thought as well as behaviour patterns which define a personality of person. It is thought that a personality of person develops from largely and within holds true throughout their lifetime.

Table 1: Frequency distribution regarding work-life balance satisfaction among the nurses.

Opinion	Frequency
Agreed	80
Highly agreed	105
Neutral	12
Disagreed	3
Highly disagreed	0

Table 2: Frequency distribution about the comment that personality is very essential for nurses.

Opinion	Frequency
Agreed	75
Highly agreed	110
Neutral	10
Disagreed	5
Highly disagreed	0

Nursing burnout is a widespread syndrome that is characterised by a drop in nurses' energy. This energy decline manifests as emotional fatigue, a lack of excitement, and feelings of dissatisfaction and may reduce work efficacy. The majority of respondents, as shown in Table 3, strongly agreed and agreed that burnout is very common among nurse staff in hospitals. Stress can be either emotionally or physically stressful. It can be sparked by any situation or notion that makes you angry, irate, or anxious. Stress is your body's reaction to a demand or task. Sometimes stress is good, as when it keeps you safe or helps you meet a deadline. The majority of respondents, as shown in Table 4, highly agreed and agreed that stress is very common among nurse staff in hospitals.

Table 3: Frequency distribution about the comment that burnout is very common among nurse staff in hospitals.

Opinion	Frequency
Agreed	90
Highly agreed	95
Neutral	10
Disagreed	5
Highly disagreed	0

Table 4: Frequency distribution about the comment that stress is very common among nurse staff in hospitals.

Opinion	Frequency
Agreed	80
Highly agreed	95
Neutral	20
Disagreed	5
Highly disagreed	0

Conclusion

The majority of respondents highly agreed and agreed that personality, burnout, stress, and work-life balance satisfaction are among the issues affecting nurses working in hospitals. Therefore, those who want to become nurses must be able to effectively manage work-life balance, personality, burnout, and stress elements in hospitals.

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