



A STUDY ON THE IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE STRESS LEVELS IN YASHODA HOSPITALS, HYDERABAD

1. SHASHANK REDDY (24UJ1E00P0) Student of 2nd Year MBA, Malla Reddy Engineering College and Management Sciences, Medchal, Hyderabad – 501 401.
2. DR DHARMAVARPU LAKSHMI LAVANYA, Associate Professor, Dept of MBA in Malla Reddy Engineering College and Management Sciences, Medchal, Hyderabad – 501 401.



<https://doi.org/10.55041/ijstmt.v2i8.078>

Cite this Article: REDDY, SHASHANK, and DR LAVANYA. "A STUDY ON THE IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE STRESS LEVELS IN YASHODA HOSPITALS, HYDERABAD." International Journal of Science, Strategic Management and Technology 02, no. 8 (2026): 1-5.
<https://doi.org/10.55041/ijstmt.v2i8.078>.



License: This article is published under the Creative Commons Attribution 4.0 International License (CC BY 4.0), permitting use, distribution,

ABSTRACT

This study examines the impact of work-life balance on employee stress levels at Yashoda Hospitals, Hyderabad. Healthcare employees often face long working hours, shift duties, workload pressures, emergency responsibilities, and family obligations that can make personal and professional responsibilities difficult to manage. The study focuses on working hours, workload, shift patterns, family responsibilities, organizational support, and their relationship with employee stress. Primary data were collected from 100 employees through a standardized questionnaire and analyzed using percentage analysis. The findings indicate that poor work-life balance increases stress, whereas organizational support and employee-friendly practices contribute to improved well-being, job satisfaction, and productivity.

Keywords: Yashoda Hospitals, Work-Life Balance, Employee Stress, Job Satisfaction, Employee Well-Being

1. INTRODUCTION

Work-life balance has become an important concern for organizations because employees are expected to manage professional responsibilities while also meeting personal, family, social, and health-related needs. A healthy work-life balance enables employees to devote adequate attention to their jobs without neglecting important personal responsibilities. When this balance is disturbed, employees may experience stress, fatigue, dissatisfaction, reduced motivation, and lower productivity. Employee stress is particularly important in the healthcare sector because hospitals operate continuously and require employees to perform critical duties under demanding conditions. Doctors, nurses, technicians, administrators, and support staff may work long hours, rotating shifts, weekends, holidays, and emergency duties. Continuous patient-care responsibilities require concentration, emotional stability, physical effort, and professional accountability. These conditions can make it difficult for employees to maintain satisfactory personal and family lives. Several factors influence work-life balance. Working hours are significant because extended duty periods reduce the time available for family and personal activities. Workload can create additional pressure when employees must complete numerous tasks within limited time. Shift duties may disturb family routines, social relationships, sleep patterns, and personal activities. Family responsibilities

such as childcare, elder care, household duties, and social commitments may further increase the difficulty of balancing work and personal life.

Organizational support can help employees manage these challenges. Flexible scheduling, leave facilities, counseling, wellness programmes, employee assistance, open communication, and supportive supervision can reduce work-related pressure. A supportive organizational culture may also improve job satisfaction, motivation, commitment, and productivity. In contrast, rigid schedules, inadequate support, excessive workload, and high performance expectations may increase stress. Yashoda Hospitals, Hyderabad, provides a suitable setting for examining these issues because its employees work in a demanding healthcare environment involving patient care, emergency responsibilities, specialized services, and continuous operations. The present study examines how work-life balance affects employee stress levels and identifies the major factors influencing balance. It also considers organizational support and its role in improving employees' ability to manage professional and personal responsibilities. The study is expected to help hospital management strengthen employee-friendly practices, reduce workplace stress, improve job satisfaction, and support better organizational performance and healthcare service delivery effectively. The report similarly identifies working hours, workload, shift patterns, family obligations, and organizational support as important factors affecting work-life balance and employee stress.

2. REVIEW OF LITERATURE

Greenhaus and Beutell (1985) explained work-family conflict and showed that incompatible work and family demands can create stress and reduce well-being. Frone, Russell, and Cooper (1992) examined work-family relationships and reported that difficulty managing work and family responsibilities is associated with higher stress and lower job satisfaction. Clark (2000), through Work-Family Border Theory, emphasized that supportive organizational practices and flexible schedules can help employees maintain balance. Allen et al. (2000) linked work-family conflict with stress, burnout, absenteeism, and turnover intentions, highlighting the importance of family-friendly policies. Parasuraman and Simmers (2001) found that better balance is associated with lower stress, greater job satisfaction, and improved productivity. Byrne (2005) emphasized flexible scheduling, leave policies, and supportive supervision as important work-life balance practices. Malik, Saleem, and Ahmad (2010) identified shift work, long hours, and task demands as important stressors among healthcare employees. Haar et al. (2014) reported that employees experiencing better work-life balance generally show greater happiness and lower stress. Kumari and Devi (2016) identified workload, family responsibilities, and shift patterns as important challenges for hospital employees. Reddy and Prasad (2019) emphasized task management, flexible policies, and organizational support as mechanisms for reducing stress and improving satisfaction.

3. OBJECTIVES OF THE STUDY

1. **To assess** the work-life balance of employees at Yashoda Hospitals.
2. **To determine** the key factors influencing work-life balance in the healthcare industry.
3. **To examine** the impact of work-life balance on employee stress levels.
4. **To assess** how organizational support enhances work-life balance.
5. **To recommend** suitable measures for improving work-life balance and reducing employee stress.

4. RESEARCH METHODOLOGY

A descriptive research design was adopted to examine work-life balance and employee stress at Yashoda Hospitals, Hyderabad. Primary data were collected from 100 employees using a standardized questionnaire and convenience sampling. Secondary information was obtained from books, journals, articles, reports, and published studies. Responses were analyzed systematically in the hospital.

The report confirms the descriptive design, questionnaire, convenience sampling, 100 respondents, and primary and secondary data sources.

4.1 STATISTICAL TOOL

Percentage Analysis

Percentage analysis is selected as the principal statistical tool because the study is based on employee responses regarding work-life balance, working hours, workload, shift duties, family responsibilities, organizational support, and stress.

5. DATA ANALYSIS AND INTERPRETATION

Table 5.1: Impact of Extended Work Hours on Work-Life Balance

Response	Number of Respondents	Percentage
Strongly Agree	33	33%
Agree	41	41%
Neutral	11	11%
Disagree	10	10%
Strongly Disagree	5	5%
Total	100	100%

Analysis: A total of **74%** of respondents either strongly agree or agree that extended working hours affect their work-life balance.

Interpretation: The finding indicates that long working hours are a major challenge to maintaining an appropriate balance between professional and personal responsibilities. The original report similarly concludes that extended duty hours severely affect balance.

Table 5.2: Stress Levels Are Increased by Workload

Response	Number of Respondents	Percentage
Strongly Agree	35	35%
Agree	40	40%
Neutral	10	10%
Disagree	10	10%
Strongly Disagree	5	5%
Total	100	100%

Analysis: A total of **75%** of respondents either strongly agree or agree that workload increases their stress levels.

Interpretation: The result shows that heavy workloads place considerable pressure on employees and can adversely affect their well-being.

Table 5.3: Stress Is Caused by Poor Work-Life Balance

Response	Number of Respondents	Percentage
Strongly Agree	34	34%
Agree	40	40%
Neutral	11	11%
Disagree	10	10%
Strongly Disagree	5	5%
Total	100	100%

Analysis: A total of **74%** of respondents either strongly agree or agree that poor work-life balance increases employee stress.

Interpretation: The finding demonstrates a clear perceived connection between inadequate work-life balance and higher stress levels among employees.

6. RESULTS

1. **74%** of respondents agree or strongly agree that extended working hours affect their work-life balance.
2. Long working hours are identified as an important barrier to maintaining personal and professional balance.
3. **75%** of respondents agree or strongly agree that workload increases employee stress.
4. Heavy workloads create additional pressure and negatively affect employee well-being.
5. Shift duties make it more difficult for employees to manage personal and family responsibilities.
6. Family obligations also contribute to difficulties in maintaining work-life balance.
7. **74%** of respondents agree or strongly agree that poor work-life balance causes employee stress.
8. Organizational support is perceived as an important factor in improving work-life balance.
9. Better work-life balance is associated with higher job satisfaction among employees.
10. Overall, the study indicates that improved work-life balance can reduce stress and support employee well-being, satisfaction, productivity, and organizational effectiveness.

7. SUGGESTIONS

1. **Introduce flexible scheduling** to help employees manage their professional and personal responsibilities more effectively.
2. **Review workload distribution regularly** to prevent employees from becoming excessively overburdened.
3. **Strengthen employee wellness programmes** through health-awareness campaigns, counseling services, and stress-management training.
4. **Provide flexible leave policies** particularly for employees working rotational and irregular shifts.
5. **Strengthen employee assistance programmes** to provide additional support to employees facing personal or work-related difficulties.
6. **Encourage open communication** between supervisors and employees to identify workplace concerns and reduce job-related pressure.
7. **Promote leisure and team-building activities** to improve employee morale and create a healthier work environment.
8. **Strengthen appreciation and recognition programmes** to improve employee motivation and job satisfaction.
9. **Implement regular employee feedback mechanisms** to identify concerns relating to work-life balance.
10. **Continuously evaluate work-life balance policies** to improve employee well-being, reduce stress, productivity, and healthcare service delivery.

8. CONCLUSION

The study concludes that work-life balance has a significant influence on employee stress levels at Yashoda Hospitals, Hyderabad. The findings show that extended working hours, workload pressures, shift duties, and family obligations create difficulties for employees attempting to balance their professional and personal responsibilities. Poor work-life balance is associated with increased stress, lower job satisfaction, and reduced workplace effectiveness. At the same time, organizational support, employee-friendly policies, flexible practices, wellness initiatives, counseling, and supportive communication can help employees manage workplace pressures more effectively. The study therefore emphasizes the importance of strengthening work-life balance practices in healthcare organizations. Hospital management should focus on reasonable workload distribution, flexible scheduling, suitable leave policies, employee assistance, stress-management programmes, and regular feedback mechanisms. Improving work-life balance can contribute to employee well-being, motivation, satisfaction,



productivity, and quality of healthcare service delivery. Overall, maintaining a supportive workplace is essential for both employee welfare and sustainable organizational performance at Yashoda Hospitals.

9. REFERENCES

1. Allen, T. D., Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, 5(2), 278–308.
2. Byrne, U. (2005). Work-life balance: Why are we talking about it at all? *Business Information Review*, 22(1), 53–59.
3. Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53(6), 747–770.
4. Frone, M. R., Russell, M., & Cooper, M. L. (1992). Prevalence of work-family conflict: Are work and family boundaries asymmetrically permeable? *Journal of Organizational Behavior*, 13(7), 723–729.
5. Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10(1), 76–88.
6. Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior*, 85(3), 361–373.
7. Malik, M. I., Saleem, F., & Ahmad, M. (2010). Work-life balance and employee well-being: A study of healthcare employees. *International Journal of Business and Management*, relevant publication details as represented in the source literature review.
8. Parasuraman, S., & Simmers, C. A. (2001). Type of employment, work-family conflict and well-being: A comparative study. *Journal of Organizational Behavior*, 22(5), 551–568.
9. Reddy, P., & Prasad, R. (2019). Work-life balance and employee stress in healthcare organizations. *International Journal of Management Studies*, relevant publication details as represented in the source literature review.
10. Kumari, S., & Devi, R. (2016). Work-life balance among hospital employees: Work demands, family responsibilities and shift patterns. *International Journal of Management Research and Review*, relevant publication details as represented in the source literature review.