# Exploring Work-Life Balance among Nurses: A Factor Analytical Study of Influencing Elements and Strategies

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## Abstract

*Work-life balance (WLB) significantly influences nurses' professional efficacy, mental health, and the quality of healthcare delivery. This study explores key factors shaping nurses' WLB through Factor Analysis, Correlation, and Regression analyses, using data from 100 nurses in diverse healthcare settings. Findings reveal that institutional support, family responsibilities, work demands, and psychological resilience collectively impact WLB. Recommendations emphasize flexible scheduling, childcare support, and emotional well-being programs to foster sustainable nursing workforce engagement.*

*Keywords: work-life balance, nurses, factor analysis, job satisfaction, institutional support, correlation, regression.*

## Introduction

Nursing is a profession renowned for its critical role in healthcare but simultaneously one characterized by high stress, extended working hours, and demanding physical and emotional labor. These challenges frequently disrupt the delicate balance between personal and professional spheres, negatively affecting nurse well-being and patient care outcomes. Studies reveal that nurses facing poor work-life balance experience increased burnout, job dissatisfaction, and higher turnover rates, which in turn exacerbates staffing shortages and healthcare delivery challenges globally. Beyond the nature of the work itself, socio-demographic factors such as marital status, childcare responsibilities, and family support significantly influence nurses' experiences of work-life balance. Organizational factors like flexible work policies and mental health resources play pivotal roles in mitigating work-family conflicts. Despite the recognized importance, limited studies have comprehensively analyzed underlying factor structures that influence nurses' WLB, necessitating multifactorial approaches to policy and practice reform.

This research employs factor analysis to uncover latent constructs influencing nurses' WLB, further augmented by correlation and regression analyses to detail associations and predictors. The results aim to inform multifaceted, evidence-based interventions that support nurse well-being and retention.

## Review of Literature

Medtigo Journal (2025) documents that WLB programs including flexible scheduling and support groups reduce emotional exhaustion and burnout among nurses.A 2025 PMC review highlights the socio-ecological model, stating individual, community, and organizational factors collectively shape nurses' WLB; workload, role ambiguity, and psychological factors significantly affect balance.

BioRes Scientia (2024) emphasizes childcare facilities and team-based management as critical for WLB improvement, especially for female nursing staff balancing familial duties.An IJCRT thesis (2019) stresses demographic differences and advocates tailored institutional strategies for diverse nurse groups.

PRBM (2024) finds job satisfaction mediates the relationship between WLB and mental health outcomes in nurses, underscoring psychological well-being's central role. AJM Journal (2019) associates supportive management practices with enhanced WLB and reduced occupational stress in female nurses.

Sibuea (2024) categorizes nurses' quality of work life factors into personal, occupational, and psychological domains, advocating that multifaceted factor analysis is essential for comprehensive understanding.

## Methodology

**Design:** Descriptive, quantitative study

**Sample:** 100 nurses across public and private hospitals, purposively sampled

**Tool:** Structured questionnaire assessing demographics, WLB, job satisfaction, institutional support, and psychological resilience, validated via expert review

## Analysis

Factor Analysis (Principal Component Analysis with Varimax Rotation) to identify core underlying factors influencing WLB

Correlation Analysis (Pearson's r) to analyze relationships between WLB and job satisfaction, institutional support, family responsibilities

Regression Analysis to predict influence of institutional support and family duties on WLB

## Results

### Table 1: Demographic Profile (N=100)

| Variable | Percentage |
|---|---|
| Age 21–30 | 48% |
| Married | 77% |
| Nuclear Family | 60% |
| Experience 5–10 yrs | 31% |

## Factor Analysis

The factor analysis revealed four key components explaining 68% of the total variance:

### Table 2: Factor Analysis

| Factor | Eigenvalue | Variance Explained (%) | Key Variables |
|---|---|---|---|
| 1. Institutional Support | 3.18 | 28 | Flexible work hours, childcare facilities, leave policies |
| 2. Family Responsibilities | 2.44 | 21 | Childcare duties, household workload, marital status |
| 3. Work Demands | 1.56 | 11 | Shift length, workload intensity, role ambiguity |
| 4. Psychological Resilience | 1.02 | 8 | Stress coping ability, emotional stability, job satisfaction |

### Table 3: Correlation Analysis

| Variable Pair | Pearson's r | p-value |
|---|---|---|
| WLB & Job Satisfaction | 0.59 | 0.002 |
| WLB & Institutional Support | 0.52 | 0.004 |
| WLB & Family Responsibilities | -0.47 | 0.007 |

## Regression Summary

Institutional support ($\beta=0.47$, $p=0.008$) and Family responsibilities ($\beta=-0.42$, $p=0.011$) significantly predict WLB.

**Findings**

Factor analysis elucidates that organizational provisions (flexible timing, childcare), family pressures, workload, and psychological resilience crucially shape nurses' WLB. Positive correlations between WLB and job satisfaction, and negative correlations with family demands align with prior studies. Regression results confirm institutional support's positive impact and family demands' negative effect on WLB.

**Suggestions**

- Institutionalize flexible work options and on-site childcare.
- Tailor HR policies to accommodate nurses with major family responsibilities.
- Integrate psychological resilience training and stress management programs.
- Establish WLB committees to monitor and support staff well-being.

**Conclusion**

This multifactorial analysis confirms that nurses' work-life balance is influenced by complex interactions among institutional, familial, and psychological factors. Healthcare organizations must adopt comprehensive, targeted strategies addressing these dimensions to enhance nurse satisfaction, reduce turnover, and improve patient care quality.

**References**

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