

Assessing the Antecedents and Consequences of Work Life Imbalance (With Special Reference to Female Nurses in Government Hospitals)

K.H. Biyagama^{1*} and J. Sutha¹

¹*Department of Management Sciences, Uva Wellassa University, Badulla, Sri Lanka*

Work life imbalance has been identified as one of the serious problems among nurses in health care industry of Sri Lanka. Minimizing this critical problem is vital since, the health care industry is directly affecting to the wellbeing of the country's total population and ultimately for the economic development. The overall research study has been structured based on the concept indicator model built up with referring to the two research objectives, which was identifying the antecedents and consequences of work life imbalance. The qualitative research was conducted through structured interviews, using 20 female nurses who are employed at Colombo District Government Hospitals. Data was collected through convenient sampling, by recording the personal interviews and later these data was transcribed in to word format. Qualitative data was analyzed by using the thematic analysis. The findings of the study revealed that, parental demand, lack of family support, task difficulty, nature of working schedules and lack of staff as the antecedents creating the work life imbalance and intention to leave the job, conflicts in work and home, health problems, feeling overload and stress and demanding leaves as consequences of work life imbalance. Consequently the current study concluded that among the majority of selected participants, the work life imbalance is existing. Based on the in-depth data collected by participants, it identified that they are having struggles in balancing their work lives while balancing their personal lives. Finally study suggest management of hospitals to pay more attention on reducing nurses' work life imbalance by taking necessary steps and actions. Equally, this study will be beneficial in employees' perspective to enhance their work life and personal life by getting a proper understanding of work life imbalance throughout this study findings.

Keywords: Work life imbalance, Antecedents, Consequences