



Faculty of Cognitive Sciences and Human Development

**WORK LIFE BALANCE AMONG FEMALE NURSES IN GENERAL
HOSPITAL**

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**Bachelor of Science with Honours
(Human Resource Development)
2019**

UNIVERSITI MALAYSIA SARAWAK

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Final Year Project Report

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Work-Life Balance Among Female Nurses In General Hospital

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In partial fulfilment of the required for a
Bachelor of Science with Honours
(Human Resource Development)

Faculty of Cognitive Sciences and Human Resource Development
UNIVERSITI MALAYSIA SARAWAK
2019

ACKNOWLEDGEMENT

First of all, I would like to thank my Final Year Project supervisor, Assoc. Prof. Dr. Abang Ekhsan Bin Abang Othman for his consistence guidance, supervision, and support from premilinary to the conclusion of this final year project that enable me to get a better understanding on the work life balance issues that occur among female nurses in a general hospital. I may not be able to complete my final year project within the given timeframe without his assistance and advises.

Next, I would like to thank Mr Abang Izhar Bin Abang for his critiques, comments, and advices throughout the process of completing this final year project. His supports on putting up a positive comments and input have creates a good improvements for me and my final year project. Other than that, I also would like to show my gratitude to my parents, Mr Raphael and Madam Eunice, as well as my siblings for their full support on both financial and moral supports throughout my study in Universiti Malaysia Sarawak (UNIMAS).

Then, I would like to express my appreciation to Madam Lee Tan Lim, for her supports and for allowing me to do my data collection in the hospital. I also appreciate the time and efforts that the informants who contributes a lot in my data collection process for being extremely helpful during the interview. I am also thankful to my fellow friends and course mates for being very supportive and helpful throughout my studies and completing my final year project.

Lastly, I offer my regards and blessings to all of those who supported me in any respect during the completion of my final year project.

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ABSTRAK

KESEIMBANGAN HIDUP BEKERJA DI KALANGAN JURURAWAT DI HOSPITAL

AM

Lovena Nanoh Anak Raphael

Keseimbangan hidup bekerja seringkali menjadi isu terhadap wanita yang berkerjaya seperti jururawat, sekaligus memikul tanggungjawab sebagai seorang ibu. Kajian in mengkaji tentang keseimbangan hidup bekerja dalam kalangan jururawat di hospital am. Kajian in dijalankan bertujuan untuk mengenalpasti perspektif para jururawat wanita mengenai maksud keseimbangan hidup bekerja dan factor-faktor yang seringkali menghalang atau menjadi kekangan terhadap mereka untuk mendapatkan keseimbangan hidup bekerja. Kajian in dijalankan di hospital am, dengan kaedah menemubual tujuh (7) orang jururawat sebagai informan. Informan tersebut juga dipilih melalui kaedah persampelan bola salji dan juga persampelan purposif. Data yang diperoleh melalui temubual tersebut akan di analisis melalui transkripsi data analisis. Penemuan kajian ini telah terbukti bahawa jururawat di hospital am tidak mendapatkan keseimbangan hidup bekerja dalam hidup mereka. Kajian ini juga mempamerkan factor-faktor yang menyebabkan mereka sukar untuk mencapai keseimbangan hidup bekerja. Implikasi dan cadangan bagi menambatkan keseimbangan hidup bekerja para jururawat juga ditekankan dalam kajian ini.

ABSTRACT

WORK LIFE BALANCE AMONG FEMALE NURSES IN GENERAL HOSPITAL.

Lovena Nanoh Anak Raphael

A work-life balance is always an issue when it comes to a working life of a woman, a mother and a nurse. This study is to investigate the work life balance among female nurses in a general hospital, on what makes it difficult for them to have a balance working life nowadays especially as a women and a mother as well. It also will include the implications that they have to face when they did not get a work life balance. This study was carried out in a general hospital, by interviewing seven (7) female nurses as informants. These informants were selected by using snowball sampling and purposive sampling. The data obtained from the interview sessions were analyzed through transcribe data analysis. The findings of this study confirmed that female nurses in the general hospital have encounter an unbalanced work and life. Thus, the findings show the causes of the reasons why the female employees did not managed to have a work life balance. Then, the findings also did found the implications non-balanced work life among the employees towards the organization and the Human Resource practitioners.

CHAPTER 1

1.1 INTRODUCTION

Work life balance is the capability of an individual to meet their family and work commitments, and also other non-work responsibilities and activities. A working mother does not have time to cook for her children at home or even for their lunch box for school. A working mother does not have time to pick her children at school and seldom pick them on time. She does not have time to teach her own kids about what a mother should teach them due to long working hours at work. Unbalance time for work and home could leads to that kind of situations. Unable to handle the stress at work, leads to neglecting the family, and unable to handle balance life and personal life could leads to health problems and could results to unstable emotions, stress, anxiety and decreasing in performance in both life and work. Most of the time that people thinks it is normal to not have time for family and other non-works responsibilities since working life is a hectic time. However, it just the matter of not knowing that they did not have a balance work life as it is not normal for them to just focus on one thing only in their working life. Hence, this study was conducted to enhance the importance of the work life balance among female nurses in a general hospital.

It also conducted to find and explore the depths of understanding among female nurses regarding the work-life balance issues. Most people tend to neglect this issues as they are not aware of the situations and they did not have the knowledge on the issues that arise. They might think that it is common for them to did not have a proper family time as they are busy working and also think that it is natural to have to work or bringing work to home. Hence, this study will explore the understanding of female nurses on work-life balance, and also explore more on what they think of work-life balance, and what work-life balance are to them.

In this chapter, it will emphasize on the introduction of the study, background of the study, problem statement in this study, research objectives and research questions. This chapter also will discuss the significance of the study, limitations of this study, definition of terms of this study and also the overall summary for this chapter. The background of the study will discuss the overall aspects of the issues that this study will conduct. The problem statement is the reason that this study was conducted that was not conducted by other past research. Objectives and research questions are purposely to investigate and encounter the issues that we want to discuss in this study. Meanwhile, significance of study is the purpose that this study was conducted a limitations of study was the obstacles that encountered to pursue this study. Definitions of terms will define the issues on this study and this chapter will ended by the summary that summarize the whole of this chapter.

1.2 BACKGROUND OF STUDY

Work life balance is the ability of the individuals to manage their work life and their family, personal life and also their non works responsibilities. It is also the feeling of satisfactions of the individuals on their working life responsibilities and family, and home responsibilities without having a family conflict at home. Work life balance emphasizes that it does not only means to ensure that they being responsible towards the families and childcare as much as they are responsible in doing their work by lessen their amount of work so they had more time at home, it is about the employees competency of working smart and at the same time capable of managing time for both work and home without distracting one another (Houston, 2005). By having a work life balance, does not mean that an individual should or must sacrifice their work by working less, or decrease their performance so that they could spend more time with family and other non works activities or hobby. It also does not mention that an individual should care less towards their family and other non work

responsibilities, in order for them to be able to focus on their work better so that their performance increases. In other words, it simply means that an individual should know or be able to organise their schedule better and smarter in order for them to achieve their goals which is to be able to perform well at home with the normal working hours and working routine, but at the same time they able to manage their family time and non works responsibilities so that they can achieve both goals and does not affect or sacrificing either one of it.

This study focuses on the work life balance perceptions among the female nurses employees. This study consists of only female nurses in order to find out their perceptions or how are they reacted towards the terms work life balance. Work life balance among female nurses are not in a good state, as nurses have a long working hours, they have to be prepared every time in case there are an emergencies and they need a hand although it is not their working time, and nurses have less work life balance as they always put others first instead of themselves (Wood, 2011). Nurses' work life balance has influences towards the hospital performances and productivity as they become fully engaged towards their job. They might think that it is normal for them to be fully committed to their job, as they need to stay alert to every commitment they had to commit. This could be the thing that affects their perceptions on work life balance.

Men's participation in taking care of their family especially their children also become an issues as they think that it is only the women's that should be doing the job of taking care of the households and the children (McDonald et al., 2005; Hobson, 2002). Due to this condition, women would likely have to do the chores at home, and taking care of children and having their own career at the same time.

1.3 PROBLEM STATEMENT

Based on previous study, they conduct a study on both male and female employees on work life balance. Most of the previous studies are only focusing on to the job stress and job satisfaction of nurses towards the work life balance issues (Sasirekha, 2015). The study on work life balance among female nurses also mostly done in a quantitative research where they distributed questionnaires to find the variables that influence the work life balance among female nurses (Addagabottu & Battu, 2015).

Providing a work-life balance among female nurses is important to concentrate more on giving the nurses the chance to serve the organizations and create a meaningful beneficence towards the organizations and the community (Brooks & Anderson, 2004). According to Career Builder, (2018), nurses have a great role in the hospital to take care of the patients and their medical needs. Due to this situations, nurses will have to work long hours and rarely gets their time off due to the amount of work that they had to handle, not to mention the management tasks, and also their job as a nurse that taking care of people in need.

Women are still basically liable for doing domestic house chores as well as taking care of the children (Tang & Cousins, 2005). They are still facing this type of situations nowadays to continue doing most of the household themselves and also being a full time mother taking care of children providing their needs and necessities although they are also a full time working women especially as a nurse. We know that being a nurse does not all about the salary but also the ethics and compassionate in doing their job.

Being a nurse is also one of the hectic jobs among others. Nursing is considered one of the most stressful jobs due to their working hours and conditions, stress factors because of patients and other situational factors (Greenwood, 2018). Some might say that it is a relaxing

job when they know nothing about it. Women should be treated equally as men in terms of building a career and doing the non-work things.

Nurses sometimes experienced longer working hours than what they have been scheduled with and this barrier makes it even harder for the female nurses to achieve a work life balance (Rogers, et al., 2004).

Lack of work life balance in a healthcare like nursing could lead to wariness and pumped out due to the massive amount of workload that they carry and this will affect their time for their family and non-work matters (Adisa, et al., 2014). This situation forcing the nurses to choose their priorities at the moment either to put their family first and their job second or vice versa (Wood, 2011). Hence, female nurses are facing major obstacles in order to balance their daily life between work and family due to their working schedule and support to maintain healthy working schedule and enough family time (Marie, et al., 2015).

According to Wang, et al., 2012, nurses would likely to be increased in number of burnout when they are not having a work-life balance. They are constantly being interrupted by family matters during work and also being interrupted with work matters during at home or when they are with their family. This situation gives the nurses a hectic routine and they might leave their job if it continues to happen. Leaving career for family is not a choice for them if they are not having a work-life balance at work.

Excessive work shifts during day and night has become a common thing for nurses. As stated by Schernhammer, et al., 2003, going to work day and night excessively could also affect the nurses' mental and physical health. It is also done in other countries rapidly as the nurses are needed to be on the building to do their work.

As mentioned by Subramaniam, et al., 2015, it is most common in Malaysia that women should do the domestic household either they are working or not as it is the nature of culture in Malaysia that women are meant to do the households and also the babysitting and

taking care of children no matter what as it was their responsibilities at home more than men. These issues also leads to the low number of women that are working in labour market as they are entitled for household chores and taking full responsibilities on taking care of their children that enables only men can be in the industry. Hence, it will be difficult for women to have a work-life balance between their career and their family responsibilities as this matters keeps on going.

1.4 OBJECTIVES

1.4.1 General Objectives

1. To explore the understanding of female nurses on work life balance.

1.4.2 Specific Objectives

1. To investigate the perceptions of female nurses on work life balance.
2. To explore the issues of work life balance that affects the female nurses the most.
3. To investigate how work-life balance issues affecting the female nurses.
4. To identify the ways and recommendations to overcome the issues of work life balance among the female nurses.

1.5 RESEARCH QUESTIONS

1. What is work-life balance from the female nurses' perceptions?
2. What are the issues of work-life balance that affects the female nurses the most?
3. How does the work-life balance issues affect the female nurses?
4. What are the way and recommendation to overcome the issues of work-life balance among the female nurses?

1.6 SIGNIFICANCE OF STUDY

The following are the significance of this study:

- 4 The importance of this study to seek the understanding of female nurses of work-life balance issues.
- 5 To ensure that female nurses able to experience a work-life balance in organizations and life.
- 6 This study will illustrate how female nurses manage their work and family in order to have a balance work-life.
- 7 The outcome of this study also will bring the effects of having a work-life balance on the responsibilities towards the job and responsibilities towards the family of the female nurses.

1.7 DEFINITION OF TERMS

1.7.1 Work-Life Balance

Work life balance is define as a competency of human being in managing their work and family attachments, and others hobby and time for themselves to do what they enjoy (Delecta, 2011). According to Human Resources Terms, (2008) work life balance is a way for employees to manage their private life and working life in a balance way by managing their time well in their daily routine based on priorities and as well did not neglecting their responsibilities towards their family, health, rewarding the employees by travelling due to work but also have a good time as well. Ramamurthi and Lambador Saha (2016), states that work life balance is a concept including proper prioritizing between work (career and ambition) and lifestyles (health, pleasure, family, and spiritual development/meditation).

1.8 SUMMARY

In a conclusion, work life balance among female nurses need to be priorities in the future and this study could leads to a better work life balance for the nurses. Their sacrifices by putting others first instead of their own lives, should not be neglected and should be appreciated by the societies. This study could explain the need to have a working life experiences for the female nurses as an appreciations sign for their efforts when they are in services.

CHAPTER 2

LITERATURE REVIEW

2.0 Introduction

This chapter consists of important concepts in this study, theories, and models related and also includes past findings from other researchers on work life balance.

2.1 Concepts

Several important concepts are explained to provide a better understanding of the variables under this study.

In this study, the work life balance concept is emphasis how people perceive work life balance and their experiences on it. According to Caesar, et al., (2018), a balanced work and life should advances and improves their health and way of living, and not the vice versa. It emphasis that having a work life balance experience is important especially among nurses, as they perceive high levels of stress and pressures at their working. They are not just working as a nurse but they are more than what people thinks they is as nurses seeing tons of numbers of people died every day, watches people grieves and have many people putting pressures on their shoulders to save a life of their loved ones. White, et al., (2003), also agrees that work life balance experience is getting thinner among working adults especially those who have children. People tend to get negative impacts on either to their work, or to their family. When high quality performances are achieved, they tend to lack of time for home and the non-work stuffs. Other than that, Fraguela, et al., (2013), explains that the mother are also have to cope with their children school's schedule as they need to send and pick them up for school. This could affects a clash on both of their schedules on daily routines. This happens as women are still carrying those kinds of responsible themselves as people thinks that women should be

able to do everything regardless when they are working. This situation are affecting their work life balance as they have so many things to do at a time.

Next concept is related on their job satisfactions. According to Makabe, et al., (2014), the women nurses are experiencing the desire to resign being a nurse, as their actual work life balance experience does not meet the desire conditions that they intended to have. The findings explain that the quantity of their work is much higher than the proportion they spend for their private life. AlAzzam, et al., (2017), also agrees that women in healthcare services are having less job satisfaction on their work. It says that the working environment is not convenient for their employees benefits such as providing them childcare for their children or other fringe benefits that could boosts their levels of satisfactions with their job.

Then, work life balance benefits also an important concept in this study. Based on the study in Hong Kong, conducted by Cheung and Yip, (2016), they explains that women nurses experienced negative effects of work life unbalance that leads them to a high levels of depression and unhealthy lifestyles. Thus, women in nursing sector should not neglected the importance of having work life balance in order to improve their own job functioning at work and responsibilities outside works as well. Sedoughi, et al., (2016), also express that it is importance for women nurses to have a work life balance experience to advance their quality of life.

2.2 Review of Related Theories and Models

2.2.1 Spillover Model

According to Bakker, et al., (2013), it explains that spillover model shows how one domain can influence the other domain either in a positive or negative way. It means that the model is used to find out how work domain, could influence their private life domain in positive or negative way of it. Spillover is the most well-liked view of relationship between

occupation and family. Some researchers recommended that workforce carry the emotions, attitudes, skills, and behavior that they create at work into their family life (Belsky et al., 1985). Based on Truelove, et al., (2014), findings, they found that some studies would find that one domain will have positive impacts on other domain, and some will have negative impacts on the other domain, and some will not have any impacts at all to the other domain.

2.2.2 Instrumental Model

Instrumental theory is particularly very similar to the spillover theory. It is about how one domain has influence on other domain. Instrumental theory explains that the successfulness of one domain, is mainly affected by the other domain, or the successfulness of the one domain, will highly influence the other domain.

2.3 Past Findings

According to Jeffery Hill, (2004) spillover existence of work-to-family and family-to-work was confirmed based on both academic and corporate research. The importance of healthy work-family interface for families and business were also confirmed based on the academic and corporate research. Most of the negative outcomes due to the work-to-family spillover affects the family interactions at home, neglecting their children and have no knowledge of their children daily routines and activities, increasing the marriage's conflict, mother will have short period of time to breast-feed their child due to the full time employment, misuse of alcohol is likely to be happen, and in conclusion will decrease the quality of life of the particular individuals.

Past findings found that every individual have their own segmentations in life such as family, finances, social, self, spiritual, health and hobbies. Different segments need energy and responsibilities for the individuals to work on different segments daily, at a certain period

of time. Male and female has a different role gender biased as female are expected to be domain in doing the housework including childcare in the family households due to the increasing dual working couple these days. Males and females has a different working energy in their workplace and their differentiation at work is not based on their gender but its based on their working experience, qualification and their work performances (Pranav Naithani, 2016).

According to Adisa, et. al, (2014), findings in Nigeria also reveals that most of the women nurses are still have issues and problems in their workplace and their domestic life that makes it hard for them to achieve a work-life balance experiences.

It is also mentioned by Tanaka, et. al (2011), that most of the nurses in Japan makes their jobs their first priority in the real world although they had so many other commitments and responsibilities that they need to cope with. These nurses will have to put their life at the second place as their career and job is the most important elements in their life.

Research conducted by Viveka & Umesh (2015) work life balance among female nurses in India, it shows that the respondents in the research are struggling with the concept of balancing work and family because of the job. They did not have the idea on how to manage their work life and family as they work hard every day, and even they did enjoy their job as much as they enjoy helping and serving people that needs care and help, they are facing a job stress issues due to their poor health conditions. These findings urge the authorities to provide initiative and solutions o how to help their employees to get their work life balance that they deserve.

Rathore, et al., (2012), findings in India shows that the nurses also required to fulfilled the needs of their husbands, families, and children and at the same time coping with their jobs. Husband and children that are lack of cooperation on this matter adds more amount of difficulties for the female nurses to gain ideal work life.