

# A STUDY ON WORK-LIFE BALANCE AND WELL-BEING OF HEALTH CARE ENTREPRENEURSHIP IN INDIA

**Author 1**

**Mrs Reena R,**

Research Scholar, VSKU Ballari,

**Author 2**

**Professor Dr G.P Dinesh,**

Department of Management studies, VSKU Ballari.

## **ABSTRACT**

Entrepreneurship research typically emphasizes firm-level outcomes such as growth and performance. However, people pursue entrepreneurship for deeply personal, idiosyncratic reasons. Therefore, as in other self-organized human pursuits, how entrepreneurship relates to fulfilment and well-being is of utmost importance. In this paper, we provide an overview of the well-being concept, related research, and its connection to entrepreneurship. We define entrepreneurial well-being as the experience of satisfaction, positive affect, infrequent negative affect, and psychological functioning in relation to developing, starting, growing, and running an entrepreneurial venture. Psychological well-being is an integral part of living a fulfilling and flourishing life and is intimately related to people's capacity to work and maintain positive relationships. Psychological well-being plays an important role in scholarly conversations and public policy debates. In this respect, entrepreneurship can be a source of personal fulfilment and satisfaction, which, in turn, can energize entrepreneurs to persist in improbable tasks that can become a force for a positive change in society. Well-being is an essential outcome of engagement in entrepreneurship, but the pathway from self-employment to well-being is poorly understood. To address this, we develop a model in which psychological functioning—purposeful engagement with life, realization of personal talents and capabilities, and fulfilment of intrinsic needs such as autonomy and competence—mediates the relationship between entrepreneurship and subjective well-being.

Organizations are under tremendous pressure to improve their performance and success in the competitive business world. Psychological empowerment increases employees' sense of personal control and motivates them to engage in work, which in turn results in positive managerial and organizational outcomes (Quinn & Spreitzer, 1997). Work-life balance has always been a concern for quality of working life and its relation to quality of life. Individuals experiencing interference between work and personal lives are also significantly more likely to suffer from reduced psychological well-being and physical health. (Grant-Vallone & Ensher, 1998).

Work/life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. The work/life boundary may be especially significant in the management of highly skilled knowledge workers, such as technical professionals, whose commitment and loyalty present a challenge to employers (Scholarios et al., 2006). Work–life balance is often discussed and difficult to achieve. There is significant data that our ability to continue as productive contributing surgeons may be affected by our work–life balance, and that costs of physician burn out are both personal and professional. Although achieving work–life balance is an individual task that cannot be standardized, tools for assessing work–life balance and evaluating priorities may be helpful in increasing awareness of imbalances.

Life of a health care Entrepreneur's is very different compared with any other professionals. This is distinct not from the perspective of an overwhelming level of personal and professional accomplishment, but from the huge amount of psychological stress and anxiety involved in it. Earlier studies show that health workers, particularly medical practitioners, are vulnerable to mental health developments. Furthermore, workplace stress has been related to emotional exhaustion, which can result in a lack of enthusiasm for work, feelings of powerlessness, depression, and defeat. Emotional factors inherent to the job, responsibilities related to patient needs, feeling of being overburdened, organizational responsibilities, and issues related to working relationships and career growth are commonly identified as occupational stressors among medical professionals. Emotional fatigue is commonly referred to as burnout among professionals. In this regard, the authors undertook the secondary sources for preparing the paper. The present initiative will be a value addition to the existing literature pertaining to WLB and well being.



KEY WORDS: Work-life Balance, Well-being, Health care workers.

INTRODUCTION

Well-being is an integral part of living a fulfilling and flourishing life and is intimately related to people's ability to work, maintain positive relationships, and experience positive emotions (Ryff and Singer, 1998; Ryan and Deci, 2000; Diener et al., 2010; Seligman, 2012). Entrepreneurship and management scholars are becoming increasingly interested in the causes and consequences of well-being (Uy et al., 2013; Shir, 2015; Shepherd and Patzelt, 2017; Stephan, 2018; Shir et al., 2018; Wiklund et al., 2017) which is highlighted by the theme of the recent 2018 Academy of Management Annual Meeting: “Improving Health and Wealth-Being in Society: How Can Organizations Help....

A key challenge in the literature is defining and measuring well-being. A large number of measurement instruments have been proposed ranging from subjective measures of affect, life satisfaction, and psychological functioning to objective measures of physical health and social well-being. In this editorial, we draw on both the hedonic and eudaimonia traditions to define entrepreneurial well-being as “the experience of satisfaction, positive affect, infrequent negative affect, and psychological functioning in relation to developing, starting, growing, and running an entrepreneurial venture.” We encourage entrepreneurship researchers to embrace both perspectives and account for their differences and similarities.

Based on this view of entrepreneurial well-being and societal and scholarly trends, we next highlight opportunities for future research. We first emphasize the importance of studying well-being and work life Balance as a key .

DETERMINANTS OF WORK-LIFE BALANCE Many things in life are the determinants of work life balance. The subjects in the literature that are related the most with work life balance are grouped here.

**INDIVIDUAL** An individual is the most important determinant of work –life balance. Two American cardiologists Rosenman and Friedman determined two different types of personality depending on heart disorders and individual behaviours: type A and type B. Type A expresses someone who is more active, more work oriented, more passionate and competitive, while Type B is calm, patient, balanced and right minded. It can be argued that since type A is more work oriented, there will be a negative reflection of it to work –life balance. Yet work holism, which is considered as an obsessive behavior, is another thing that destroys work-life balance. When work holism connotes over addiction to work, being at work for a very long time, overworking and busy with work at times out of work. Since life is not only about work, workaholics suffer from alienation, family problems and some health problems. Porter (1996) states that alcoholics, workaholics neglect their families, friends, relations and other social responsibilities

**FAMILY** The demands that one experience in family life and that have effects on life balance can be given as the demand of workload and time, role expectations in family and support to be given to the spouse. It is also included in the literature that such variances as marriage, child rising, caring of the elderly at home have effect on work-life balance since they demand more family responsibilities. Those who have to look after a child or the elderly might sometimes have to risk their career by shortening their working hours, which becomes a source of stress for them. On the other hand, those without children or any elderly to look after at home experience less work-life imbalance

**WORK AND ORGANISATION** Work environment is more effective in work-life imbalance than the family environment. The job and the institution one works in both demands on his time, efforts and mental capacity. Among the efforts to increase organizational efficiency, one of the subjects managers focus on is to raise the organizational efficiency, one of the subjects managers focus on is to raise the organizational loyalty of the staff.

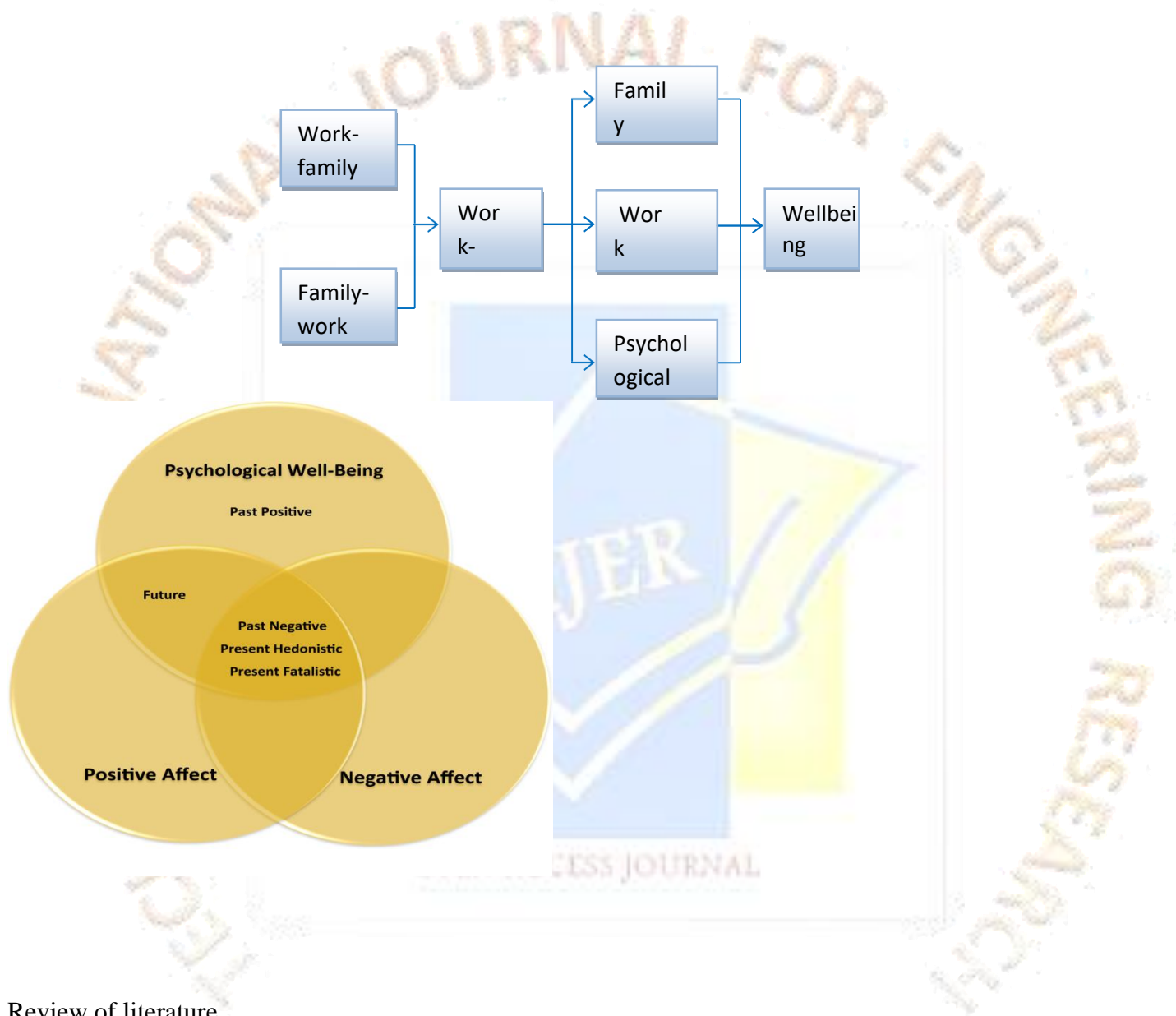
**SOCIAL ENVIRONMENT** Another determinant of work-life balance is social environment. Especially in countries that stand out with their culturally collectivist characteristics, an individual also has responsibilities towards certain social groups he belongs.

Psychological well-being refers to positive mental health (Edwards, 2005). Research has shown that psychological well-being is a diverse multidimensional concept (MacLeod & Moore, 2000; Ryff, 1989b; Wissing & Van Eeden, 2002), which develops through a combination of emotional regulation, personality characteristics, identity and life experience (Helson & Srivastava, 2001). Psychological well-being can increase with age, education, extraversion and consciousness and decreases with neuroticism (Keyes et al., 2002).

A focus on well-being considers how people feel and function, and how they evaluate their lives. This can be separated into three key aspects, which we use to discuss well-being throughout this report. These aspects are hedonic, eudaimonic, and evaluative. The hedonic aspect of well-being refers to people’s feelings or emotions, such as happiness or anxiety. The eudaimonic aspect of well-being refers to leading ‘a life well lived’, interacting with the world around you to meet basic psychological needs such as experiencing a sense of competence or sense of meaning and purpose. The evaluative aspect of well-being refers to the way that people evaluate their lives with regard to their own appraisals of how life is going, or particular aspects of their lives, such as job satisfaction; this aspect of well-being is often captured using satisfaction measures.

What are the determinants of good mental health and wellbeing? A review of the literature has identified a number of risk factors that increase the likelihood of a person experiencing poor mental health or poor wellbeing, across the lifecourse. Furthermore, a number of protective factors have also been identified. The determinants of mental wellbeing are not necessarily the same as the determinants of mental ill health. Determinants of Wellbeing Protective factors, promoting wellbeing include: good quality antenatal and postnatal care; early years (upbringing, experiences and nurturing); socio-economic factors; community trust and participation; meaning, purpose and spirituality; culture; emotional and social literacy; good quality education; positive relationships; decent jobs; engagement in physical activity; access to green space; and good physical health. Risk factors associated with poor wellbeing include: substance misuse; deprivation; fuel poverty; poor housing; stressful work; experiencing a mental disorder; physical ill health; and unemployment. Evidence suggests that a small improvement in wellbeing can help to decrease some mental health problems

and also help people to flourish. The Five Ways to Wellbeing sets out 5 actions to improve personal wellbeing . Five ways to Wellbeing Determinants of mental ill health The determinants of mental ill health vary across the life course, however, there is an overwhelming body of evidence that most lifetime mental ill health arises before adulthood; the age of onset of mental ill health predates physical illness by several decades. It is estimated that 50% of lifetime mental ill health starts by the age of 14; and 75% of lifetime mental ill health arises by the mid-twenties. Factors associated with an increased risk of mental ill health during childhood and adolescence includes: Maternal health during pregnancy (including mental health, smoking, substance misuse, alcohol; Low birth weight and prematurity; Family structure; Household income, tenure, and dependence on welfare; Parental unemployment; Lower levels of educational attainment in parents; Screen time in children;



Review of literature

Entrepreneurs' Well-Being: A Bibliometric Review-From the general analysis, topics identified in relation to the terms “well-being” and “entrepreneur\*” were found to be very diverse, and related to aspects of health, psychology, economy, society, and culture, at both the micro (individual) and macro (associated with communities or countries) level.

Entrepreneurial Well-Being, a context-specific state of mental wellness derived from engagement in entrepreneurship, uniquely contributes to entrepreneurs’ overall well-being and is associated with a range of cognitive and motivational processes crucial to entrepreneurship-Entrepreneurial Well-Being: The Payoff Structure of Business Creation,September 2015.

Work–Life Balance: History, Costs, and Budgeting for Balance Siva Raja, MD, PHD1 Sharon L. Stein, MD, FACS, FASCRS2,Clinics in Colon and Rectal Surgery Vol. 27 No. 2/2014The concept and difficulties of

work-life balance are not unique to surgeons, but professional responsibilities make maintaining a work-life balance difficult. Consequences of being exclusively career focused include burn out, physical, and mental ailments. In addition, physician burn out may hinder optimal patient care and incur significant costs on health care in general. Assessing current uses of time, allocating goals catered to an individual surgeon, and continual self-assessment may help balance time, and ideally will help prevent burn out

Serbian Journal of Management 6 (1) (2011) 85 – 96 WORK / LIFE BALANCE REFLECTIONS ON EMPLOYEE SATISFACTION Sakhivel Rania\*, Kamalanabhanb & SelvaraniaPacific-The aim of this research is to analyze the relationship between employee satisfaction and work/life balance. The construct used for this research consists of career opportunity, recognition, work tasks, payments, benefits, superior subordinate relationship, employee satisfaction, and work/life balance.

Business Review International Volume 9 Issue 7, Jan. 2017, Factors Affecting Work Life Balance - A , Vyas Institute of Management Studies Devi AhilyaVishwavidhyalaya, Indore (M.P.) Dr. Deepak Shrivastava Institute of Management Studies Devi AhilyaVishwavidhyalaya, Indore (M.P.) The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature identifies various factors affecting quality life conditions i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies

INTERNATIONAL JOURNAL OF CURRENT RESEARCH, Vol. 3, Issue, 4, pp.186-189, April, 2011 Delecta, P. Work life balance has recently taken the attention of both researchers and executives. This subject interests almost everyone with a professional career. This widespread interest is partly due to its reflection on all aspects of life. For those who think the objective in life is to work, their career becomes the core of life. However, people have limited time and therefore have to perform many other activities other than their jobs.

New Economics Foundation New Economics Foundation ISBN 978-1-908506-57-3 Written by: Karen Jeffrey, Sorcha Mahony, Juliet Michaelson and Saamah Abdallah

Well-being plays a central role in creating flourishing societies. Focusing on well-being at work presents a valuable opportunity to benefit societies by helping working individuals to feel happy, competent, and satisfied in their roles. The evidence also shows that people who achieve good standards of well-being at work are likely to be more creative, more loyal, more productive, and provide better customer satisfaction than individuals with poor standards of well-being at work

Joint Strategic Needs Assessment The People of Bradford District have Good Mental Wellbeing, The Determinants of Mental Health and Wellbeing-Wellbeing is the combination of: feeling good - incorporates not only the positive emotions of happiness and contentment, but also such emotions as interest, engagement, confidence, and affection .functioning effectively (in a psychological sense) - development of one's potential, having some control over one's life, having a sense of purpose (for example. working towards valued goals), and experiencing positive relationships.

### Objectives:

- . To determine the factors affecting work life Balance in Health Care Entrepreneur's
- .To understand the psychological well-being Of Health Professionals.
- .The current study aimed at understanding the factors affecting work life balance of health care entrepreneurs' in the new normal, and also undertaking an empirical study on work life balance of health care professionals .

## FINDINGS;

According to a study, health care entrepreneurs faced greater degree of job-related stress than the general public and that their physical and mental health concerns were linked to stress in normal circumstances. Medical professionals are often more likely than other occupational classes to commit suicide, and that work-related stress is a common cause for choosing such extreme steps. Studies often indicate that it is difficult for many doctors to inform their colleagues or employers about their problems with psychological wellbeing. Even in normal circumstances, doctors suffer high levels of job stress, but often are unwilling to report or seek support for mental health challenges, with stigma being frequently cited. The COVID-19 pandemic is placing more pressure on doctors and the health care system in general. Research has shown that the risk for physicians is higher. The researchers have therefore argued that during the COVID-19 outbreak the authorities and the health managers must demonstrate good leadership and support doctors and their families, and call for measures to eliminate stigma in clinics. It can be actively promoted by introducing "Mental Health Assistance" to a high-level management planning session as an ongoing agenda.

. A popular approach to be taken to study WLB of physicians during the pandemic covid-19. While organizational and system factors contribute significantly to poor mental well-being, individual physicians may take measures to safeguard their wellbeing in this period of difficulty. Doctors should particularly ensure that three of their psychological basic needs are met, i.e. autonomy, belongingness and competence. A lack of perceived influence may increase stress on decision-making. It is necessary to identify these factors and find suitable methods for handling them to stay mentally stable. Doctors may increase their impact by partnering with others to recognize and appreciate improvements. Regulation of self-care behaviours is vital, especially through regular breaks, healthy eating and encouraging colleagues to do the same. The promotion of public awareness, media involvement and activism may also help doctors increase their sense of autonomy. It is also important to aim at improved stress control and coping strategies.

Conclusion; After going through various past studies, the variable identified included scheduled working hours, flexible working hours, workload, employee morale, sustain corporate awareness, performance at work, working-life norm, quality of work-life, unfavourable working environment stress, tension, employee satisfaction, job satisfaction, excessive work, mental health assistance to health professionals, organizational support, depression, anxiety, emotional exhaustion and employment stress, etc.

However, in the given current predicament of health care workers' working conditions, Indian hospitals must solve a variety of issues concerning them before it becomes a crisis. There is a growing recognition that the medical profession needs to respond more to the work-life balance concerns of healthcare workers. Hospitals in India must also foster a work environment that promotes the professional and personal well-being of healthcare workers while reducing competitive pressures between the two realms of life. This necessitates a change in mindset as well as the need to let go of old paradigms. Though hospitals, as well as the government as a whole, are not solely responsible for the balancing of work life, health and well-being of doctors and other health care workers, they do have to recognize the fact that these professionals have to spend more than half of their life in hospitals.

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