

Examining the Influence of Work Life Balance on Female Nurses' Performance in University of Uyo Teaching Hospital

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Abstract

The purpose of this study was to examine the explore influence of work-life balance on the performance of female nurses in University of Uyo teaching hospital. Population of this study was 480 female nurses in the employ of University of Uyo teaching hospital from which a sample of 218 was selected with the aid of Taro Yamene's formulae for sample size determination. Primary data, which were collected through a structured questionnaire, was used for the study. Data obtained were analyzed using descriptive statistics and inferential techniques. Results of data analysis revealed career life domain showed a correlation value of $R= 0.615$ with a substantial standardised coefficient of $\beta=0.629$ while family life domain revealed a correlation value of $R= 0.840$ with a substantial standardised coefficient of $\beta=0.876$. This means that there exists a significant positive influence between work life balance performance of female nurses in University of Uyo teaching hospital. Having a good work-life balance provides the mental space to think outside of work, which may then be translated into healthier habits that will help meet an individual's professional goals.

Keywords: *Worklife balance, Career life domain, Family life domain, Performance, Female nurses*

Introduction

In addition to meeting other needs, people join organizations in order to provide their employers with services that will enable them to live at a particular standard of living. Workers comprise individuals who belong to families and may also be associated with other social groups. Given this, it is essential for workers to successfully balance their personal and professional commitments. It is crucial to recognize that the existing conditions of employment may have an effect on employees' work attitudes, including their loyalty, dedication to providing services, and general contribution to accomplishing organizational goals. The attitudes mentioned above are extremely important because they have a big impact on how well employees perform, which in turn affects how well organizational goals are achieved. But for these attitudes to materialize, favorable working environments that support a healthy balance between people's personal and professional lives must be provided.

The notion of work-life balance is highly consequential and a subject of great concern for workers in a variety of businesses. The idea goes beyond prioritizing one's family life and career over other obligations. The influence of work on workers' social, psychological, mental, and financial well-being is reflected in their work attitudes, which in turn affects output. Therefore, the idea of work-life balance has a big impact on how employees feel about their jobs and how well businesses can achieve their goals.

Amjad (2019) defines work-life balance as the ability to successfully manage and allocate one's time and energy between one's obligations to one's family and one's career. The idea of work-life balance involves managing a person's many responsibilities in the areas of work, home, and other aspects of their life in an effective manner (Naithani, 2020). Warren (2017) asserts that there are numerous life domains. These domains were thought to be strongly related by the author. Nonetheless, the focus of this study is on the two main spheres of life: the family and career.

The domain of family life pertains to an employee's entire way of life in their home environment, including their relationships and exchanges with their partners, kids, and other family members. An imbalance between work and family obligations can put a great deal of pressure on employees due to the family sphere's pursuit of their attention. People feel under pressure to perform well in order to keep their job within the company, which frequently leads to them devoting more time to work-related tasks. Regrettably, their family life may suffer as a result of their greater work ethic. The career life domain is concerned with a person's professional life, with a particular emphasis on their experiences and activities connected to their job. The need to meet professional obligations requires the allocation of a considerable amount of an individual's cognitive resources. This phenomenon could also result in the neglect of other aspects of life.

The effectiveness of a company as a whole is greatly influenced by the performance of its workforce. Person performance is the degree to which an individual fulfills the duties and responsibilities that are assigned to them at work. According to Orog (2019), performance is linked to the particular tasks that employees carry out in order to fulfill their professional obligations as well as other measurable actions that can be assessed. One definition of performance is the expert completion of a task within predefined boundaries. The degree to which a person satisfies the requirements and expectations of their job is referred to as employee performance (Rue and Byars, 2020).

Effectiveness is the standard by which performance is measured, and according to Cascio (2020), performance is defined as how a person performs their job. Effectiveness, as defined by the Business Dictionary, is the degree to which a particular entity or action accomplishes the desired result. Employee performance is closely associated with the tasks that are performed by individuals within an organization. This includes factors like the caliber, volume, and timeliness of the work that they produce. One of the most important factors in determining an employee's ability to develop and progress within an organization is performance evaluation. In the field of human resource management, assessing an employee's performance is crucial because it helps identify those who have the capacity to develop personally and improve the effectiveness of the organization as a whole. According to Pattanayak (2019), task performance includes explicit job behaviors, with particular reference to fundamental job responsibilities listed in the job description.

Employees must have advanced cognitive abilities, particularly in the healthcare industry, to successfully complete this task. These abilities are further strengthened by task knowledge. Activity knowledge is the comprehension of technical concepts necessary for job performance as well as the ability to multitask successfully. Moreover, task performance requires the development of task skills, which entail the expert application of technical knowledge under minimal supervision. Task habits are also crucial because they include the innate ability to react to tasks in a way that either helps or hinders performance.

For organizations to successfully achieve their goals, employees must perform at their highest level. It is imperative to maintain optimal staff performance, particularly in the healthcare industry where female nurses hold pivotal roles. The success of the University of Uyo Teaching Hospital is partly dependent on these female nurses' performance. When work and personal life are out of balance, female nurses may experience distractions and dissatisfaction, which can result in the development of negative work attitudes. In light of this, the purpose of this study is to evaluate how work-life balance affects the performance of female nurses.

Statement of the Problem

Employees who experience difficulties striking a healthy balance between their personal and professional lives may become dissatisfied with their jobs. Employees may experience negative work attitudes, such as decreased commitment to the job, an increase in employee complaints, a rise in absenteeism and tardiness, and a reduction in overall service quality, as they attempt to reach a state of equilibrium. Negative attitudes among staff members have a negative effect on their performance, which eventually results in the organization's inability to achieve its goals.

In addition, the significance of female nurses' role is especially noteworthy. Women have historically been viewed as providing the majority of family care. In addition to general household management, they are in charge of child care and elder care. Because of this, female nurses who already have a lot on their plate at work frequently have another heavy plate when they get home. These jobs can cause burnout, lower job satisfaction, lower performance, and higher turnover if they don't provide enough support or offer flexible work arrangements. The aforementioned concerns serve as catalysts for the researcher's curiosity in exploring the relationship between

work-life balance and employee performance among female medical professionals in Government Hospitals.

Research Objectives

The general objective of this study was to examine the influence of work-life balance on employees' performance of female nurses in University of Uyo Teaching Hospital. The specific objectives of the study were to:

- i. explore the impact of career domain on female nurses at the University of Uyo Teaching Hospital.
- ii. analyse the influence of the family domain on the job performance of female nurses at the University of Uyo Teaching Hospital.

Research Questions

The following research questions were asked in the study:

- i. To what extent has the career domain influenced the performance of female nurses at the University of Uyo Teaching Hospital?
- ii. To what extent has the family domain influenced the professional performance of female nurses at the University of Uyo Teaching Hospital?

Hypotheses of the Study

H₀₁: Career life domain does not significantly influence the performance of female nurses in University of Uyo Teaching Hospital.

H₀₂: Family life domain does not significantly influence the performance of female nurses in the University of Uyo Teaching Hospital.

Review of Related Literature

The Concept of Work Life Balance

In this context, the individual expresses a balanced daily routine consisting of eight hours dedicated to labour, eight hours allocated for leisure activities, and eight hours designated for rest. Additionally, the individual mentions earning a daily wage of eight bob. The principle of receiving just compensation for one's labour commensurate with the effort exerted, also known as "a fair day's work, for a fair day's pay." The aforementioned chant was vocalised by stonemasons who engaged in a work stoppage at Melbourne University in the year 1856 (Brough *et al.*, 2020). Franklin (2010) asserts that skilled labourers were among the initial group globally to successfully establish an 8-hour workday. The movement in the nineteenth century advocating for a reduction in the working hours to 40 per week acknowledged the fundamental entitlements of individuals to lead lives encompassing work, leisure, familial responsibilities, and personal rejuvenation. Furthermore, it significantly influenced and shaped the contemporary understanding of work-life equilibrium. The notion of work-life balance, which was initially formulated during a time when the majority of the workforce consisted of males, has proven to be challenging to define and put into practise (Kalliath and Brough, 2018). This phenomenon can be mostly attributed to prevailing paradigms that propose the notion of balance as being contingent upon the allocation of time and the distinct categorization of work, home, and social domains. Kanter (2007) presented a critique

against the idea of separating various aspects of employees' life, arguing that these domains are interrelated and can influence one another.

Work-Life Balance Domains

According to Warren (2017), a comprehensive examination of prior studies has revealed the identification of more than 170 distinct life domains. The primary dimensions encompassed in this context are employment, financial assets, recreational activities, residential locality, familial relationships, social connections, community involvement, and overall well-being. All of these aspects of life exhibit intimate interrelationships. This study focuses on the primary domains of life, namely the work-life domain, family-life domain, social-life domain, and personal life domain.

Family Domain

This encompasses the holistic lifestyle of the employee inside their domestic environment, encompassing their interpersonal dynamics with their spouse, children, and extended family members. The segmentation theory posits that the home and the workplace are distinct entities with activities that do not exert mutual impact. The modern work cycle does not perceive this idea as realistic, as empirical studies have demonstrated that the imbalance caused by work interference with family responsibilities is associated with conflicts within the household, ultimately leading to the dissolution of familial relationships. However, this situation might lead to psychological distress for the individual, resulting in reduced productivity in the workplace (Shobitha and Sudarsan, 2014). The existence of an imbalance between work and home life places employees under pressure as they strive to maintain their position within the business, resulting in an increased dedication of time to work that may negatively impact their personal lives. Various factors can potentially influence the development of children, resulting in disrupted and dissatisfied households, as well as diminished social interactions (Obiageli, 2015). The domain of family is susceptible to imbalance when an individual fails to complete their assigned tasks and responsibilities. This phenomenon may be attributed to the fact that another domain, such as work, is garnering greater focus (Rao and Indla, 2010). It is possible that the individual's ideas, values, and behaviours are incongruent with those of other members within the familial unit. According to Olah *et al.* (2018), an uneven domain leads to the occurrence of fragmented relationships, estrangement, and separations.

The concept of work-life balance pertains to the establishment and sustenance of work environments that are conducive to the well-being of employees, thereby facilitating a harmonious equilibrium between their professional obligations and personal commitments. This, in turn, serves to enhance employee loyalty and productivity. In contemporary society, individuals are confronted with a multitude of concurrent obligations, including professional duties, childcare, domestic chores, voluntary work, spousal commitments, as well as the care of elderly and parental figures. This intricate web of responsibilities imposes significant strain on individuals, families, and the communities in which they are situated. Therefore, the issue of work-life imbalance might potentially provide a significant challenge that has the potential to affect individuals in the workforce, companies, and the broader community. The demand for work-life balance solutions from employees and managers is currently seeing significant growth. Consequently, work-life balance has emerged as a key topic that human resources professionals must effectively address in order to maintain competitiveness.

Career Domain

The career domain is a highly prioritised area where a significant percentage of individuals allocate a considerable amount of attention, often resulting in neglect of other domains of life and subsequent consequences. On weekdays, employees typically dedicate a minimum of eight (8) hours each day to their professional endeavours within the workplace, with the aim of progressing in their careers. This suggests that the individual devotes a significant portion of their twelve-hour workday to a single domain, out of the four domains found in this study. An additional aspect is that the individual lacks the capacity to allocate time towards addressing other areas. This observation suggests an asymmetry in the allocation of attention, when a greater emphasis is placed on the work domain while neglecting other domains. When such occurrences transpire, the employee experiences dissatisfaction, leading to the development of unfavourable work attitudes. Employment is a crucial aspect of the lives of the majority of adults across various societies. The economic and instrumental significance of this phenomenon lies in its ability to sustain individuals' livelihoods (Scoones, 2009). Employment offers individuals with a motivation to acquire knowledge, enhance their skills, and achieve objectives. The domain of work encompasses a psychosocial dimension as well. According to Sharabi and Harpaz (2007), the phenomenon under consideration imbues an individual's existence with significance and fulfils their inherent desire for social integration.

As the temporal landscape undergoes perpetual transformation, employees find themselves confronted with a multitude of pressures stemming from the intersection of familial and occupational domains. An individual's engagement in various interpersonal connections significantly impacts the ability to preserve equilibrium between professional and personal spheres. The intertwining of personal and professional spheres poses challenges in terms of their separation. The realms of career and family life are intimately interwoven and hold significant importance in an individual's life as they are integral components of human existence (Edwards, 2019). The study of career domains provides distinct and valuable insights into the comprehension of human behaviour. Furthermore, the simultaneous fulfilment of professional obligations and familial responsibilities can present significant difficulties and result in work-life imbalance.

Consequences of Work Imbalance

Fapohunda and Tinuka (2014) assert that the phenomenon of work-life imbalance carries significant financial implications for people, the firm, and society as a whole. The conflict between work and personal life balance has a substantial impact on the quality of life and professional satisfaction of employees. The phenomenon of work-life imbalance can give rise to various personal and societal repercussions. These consequences encompass heightened levels of stress and stress-related ailments, diminished life satisfaction, an elevated incidence of familial conflicts, instances of violence, separation or divorce, a growing prevalence of substance abuse, challenges in parenting and maintaining control over children, teenagers, and adolescents, as well as an escalating rate of juvenile delinquency. Mental health, for example, can be influenced by four elements, specifically: the impact of unfavourable genetic predispositions, traumatic experiences, personal stressors, and more recently, work-related stress.

According to Fapohunda and Tinuke (2014), it is argued that the aforementioned stresses and strains have the potential to result in permanent physical manifestations of deterioration, as well as have detrimental effects on the cardiovascular and immunological systems of individuals

over an extended period of time. The inability of workers to effectively manage the demands of their work and personal lives can result in detrimental consequences for organisations. These may include increased rates of absenteeism, turnover, reduced productivity, diminished job satisfaction, escalating healthcare expenses, and decreased levels of organisational commitment and dedication (Fapohunda and Tinuke, 2014). The quantification of the consequences of imbalance can be extended by numerical representation. According to Gerbert (2010), a study conducted in 1993 revealed that 15.4 percent of retirement instances were attributed to mental illness. By 2008, the percentage had already reached 35.6. Mental diseases have been observed to exhibit a significant prevalence among various ailments. In 2008, statisticians conducted calculations that revealed a total of 41 million days of absence, resulting in a significant economic impact of 3.9 billion Euros in terms of lost production costs.

Influence of Work-life Balance on Employee Performance

According to Hall and Ritzer (2018), it is essential for employees to establish distinct boundaries between their professional and family spheres. The presence of a supportive work-family culture has been found to have a good impact on employees' psychological resources. This is achieved through the promotion of self-approval and flexibility, which in turn facilitates the development of a positive emotional attachment to work (Baral and Bhargava, 2010). Additionally, it results in the development of self-efficacy, which refers to an individual's perception of their ability to effectively execute a certain activity (Jex and Gudanowski, 2002). This may suggest that when people are pleased with their professional role and home life, they will be more willing to help others and be more delightful to work with. Positive spillover can potentially manifest when an employee applies workplace abilities, such as agenda planning, feedback collection, and guidance and counselling, with minor adaptations, within their domestic environment (DeLong, 2002).

Family Border Theory

The concept of family boundaries was first proposed by Campbell Clark in 2000. The idea aims to clarify the tactics utilised by individuals in order to successfully manage and harmonise the expectations of their work and personal lives, while also setting clear boundaries between these spheres, with the ultimate objective of attaining balance. The concept of work and family encompasses separate domains that exert reciprocal influence. Based on the theoretical framework, individuals are allocated specific responsibilities within specific realms of existence, which are delineated by borders that can manifest as physical, temporal, or psychological divisions. The concept under consideration relates to the idea of "crossing boundaries" between distinct domains of existence, specifically the domains of personal life and professional life. Hence, this theoretical framework asserts that the attainment of a balanced state between one's professional responsibilities and extracurricular activities, including social contacts, familial commitments, and personal welfare, is of utmost importance. According to the theoretical framework, the level of flexibility and permeability observed in the boundaries that distinguish individuals' work and family lives is hypothesised to influence the degree of integration, the ease of transitions, and the incidence of disputes within these spheres. The promotion of the merger of work and home domains is facilitated by barriers that are flexible and permeable. When domains demonstrate a heightened degree of integration, the act of transitioning between them becomes increasingly smooth.

A research study conducted by Simonetta and Manfred (2020) investigated the notion of work-life balance at Oxford Brookes University. The primary aim of this research was to gain a comprehensive understanding of the perspectives and encounters of employees in relation to the concept of work-life balance. This study investigated the programmes and policies implemented by the institution in relation to work-life balance practises, as well as their usage by employees. The research employed a survey research design. The research conducted in this study encompassed a total of 492 individuals who were employed by the institution. The data analysis strategies utilised in this investigation involved the computation of the mean and standard deviation. The results of the inquiry unveiled a noteworthy correlation between the equilibrium of work and personal life and the views of employees towards their work. Furthermore, the study provided evidence that cultivating a balanced integration of professional and personal obligations can act as a catalyst for augmenting employee performance and productivity. The results of the study revealed a significant association between work-life balance and the degree of job satisfaction or dissatisfaction experienced by employees. There has been a proposal recommending that the university administration in question should enact policies and initiatives to promote the work-life balance of its staff.

The research conducted by Rani *et al.* (2021) sought to investigate the correlation between work-life balance and employee satisfaction in Courier firms located in Oman. The principal objective of this study was to examine the association between work-life balance and employee well-being. The study utilised a survey methodology. The research encompassed a cohort of 210 individuals, and the process of data collecting was carried out through the administration of a standardised questionnaire. The data analysis methodology adopted in this study involved the utilisation of multiple regression analysis. The results of the study demonstrated a positive correlation between job satisfaction and work-life balance, as well as a negative correlation between job satisfaction and work recognition. The firm under investigation was recommended to adopt appropriate work-life policies and programmes with the aim of promoting employee happiness.

The study conducted by Syed and Hassen (2019) investigated the influence of perception on the association between work-life balance, job satisfaction, and employees' commitment within the specific setting of hospitals in Chile. The main objective of this research venture was to investigate the relationship between the concept of work-life balance and the level of job satisfaction among individuals. The research methodology utilised in the investigation was of a quantitative kind. The study hypothesised that there would exist a substantial correlation between the variables of work-life balance, job satisfaction, and the level of commitment exhibited by the participants. Following the completion of data collection and subsequent processing, a correlation analysis was performed, which unveiled a noteworthy connection between work-life balance and satisfaction. Consequently, it has been established that a significant association exists between the concept of work-life balance and the level of job satisfaction experienced by individuals. There has been a suggestion that organisations should employ suitable strategies within their work-life balance initiatives to cultivate employee dedication.

Methodology

For this study, survey research design was adopted. The choice of this design aided the researchers collect data directly from the respondents. Population of the study was made up of 480 female nurses employed at the University of Uyo Teaching Hospital. The information was obtained from the institution's annual report for the year 2019. The technique developed by Taro Yamane for determining sample size was employed in this investigation. The formula for the procedure is as follows:

$$n = \frac{N}{1+N(e)^2}$$

Where;

n = sample Size
 N = population
 e = Sampling error (0.05)
 I = Constant

Applying the formula, the sample size for the study =

$$\frac{480}{1+480(0.05)^2} = \frac{480}{1+480(0.0025)} = \frac{480}{1+1} = \frac{480}{2.2} = 218$$

Primary source was used in obtaining data for the study. This primary source was majorly a structured Likert scale questionnaire. Convenience sampling technique was adopted by the researcher in administering the copies of questionnaire. These questionnaires were personally administered to the respondents by the researcher.

Data Presentation and Analysis

The data collected in the course of this study is presented and analysed in this section

Table 1.1: Age of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20	49	22.5	22.5	22.5
	20-29	51	23.4	23.4	45.9
	30-39	71	32.6	32.6	78.4
	40 and above	47	21.6	21.6	100.0
	Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data presented in Table 1.1, it can be observed that 49 respondents, accounting for 22.5% of the total, were below the age of 20. Additionally, 51 respondents, representing 23.4%, were within the age range of 20-29. Moreover, 71 respondents, comprising 32.6% of the sample, were aged between 30-39. Lastly, 47 respondents, equivalent to 21.6%, were 40 years old or older.

This indicates that a significant proportion of the female nursing staff at the University Teaching Hospital are within the age range of 30 to 39 years.

Table 1.2: Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	77	35.3	35.3	35.3
	single	90	41.3	41.3	76.6
	divorced	51	23.4	23.4	100.0
	Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data presented in Table 1.2, it can be observed that out of the total sample, 77 individuals, accounting for 35.3%, are married. Out of the total sample size, 90 individuals, accounting for 41.3% of the population, reported being single, whereas 51 individuals, representing 23.4% of the population, reported being divorced. This suggests that a significant proportion of the nurses employed at the University of Uyo Teaching Hospital are unmarried.

Table 1.3: Length of service

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	under 1	71	32.6	32.6	32.6
	1-4	59	27.1	27.1	59.6
	5-9	70	32.1	32.1	91.7
	10 and above	11	5.0	5.0	96.8
	Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data presented in Table 1.3, it can be observed that out of the total responses, 71 individuals, accounting for approximately 32.6%, have not yet completed a year of service. Out of the total sample size, 59 individuals, accounting for 27.1% of the respondents, reported spending a duration of 1-4 years. Additionally, 70 individuals, representing 32.1% of the participants, indicated a duration of 5-9 years. Furthermore, 11 individuals, constituting 5.0% of the sample, reported spending 5 years or more. This indicates that a significant proportion of the nurses employed at the University of UUTH have accumulated a tenure ranging from 5 to 9 years.

Table 1.4: Responses on if family interference with job impacts on employee effectiveness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	1	0.5	0.5	0.5
	Disagree	11	5.0	5.0	5.5
	Undecided	73	33.5	33.5	39.0
	Agree	121	55.5	55.5	94.5

strongly agree	12	5.5	5.5	100.0
Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data presented in Table 1.4, it can be observed that one respondent, accounting for 0.5% of the total sample, expressed a strong disagreement on the influence of family interference on employee performance. Out of the total sample size of 217 participants, 11 individuals (5.0%) expressed disagreement, 73 individuals (33.5%) remained uncertain, 121 individuals (55.5%) expressed agreement, and 12 individuals (5.5%) strongly agreed. The data indicating a response rate of 55.5% suggests a significant relationship between family interference with job responsibilities and its subsequent impact on employee effectiveness.

Table 1.5: Responses on if employees' family issues take away their time from duties hence affecting job performance

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	1	0.5	0.5	0.5
Disagree	8	3.7	3.7	4.1
Undecided	59	27.1	27.1	31.2
Agree	102	46.8	46.8	78.0
strongly agree	48	22.0	22.0	100.0
Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data presented in Table 1.5, it can be observed that 1 respondent, accounting for 0.5% of the total sample, strongly disagrees with the notion that employees' family concerns detract from their time dedicated to workplace responsibilities, consequently impacting their job performance. Out of the total sample size, 8 respondents (equivalent to 3.7%) expressed disagreement, while 59 respondents (equivalent to 27.1%) remained indecisive. On the other hand, 102 respondents (equivalent to 46.8%) indicated agreement, although 48 respondents (equivalent to 22.0%) strongly agreed. The observed response rate of 46.8% suggests that employees' familial obligations may detract from their available time for work-related responsibilities, consequently impacting their job performance.

Table 1.6: Responses on if Family interference requires proper management and balancing with career otherwise job performance would suffer

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	1	0.5	0.5	0.5
Disagree	11	5.0	5.0	5.5

Undecided	69	31.7	31.7	37.2
Agree	103	47.2	47.2	84.4
strongly agree	34	15.6	15.6	100.0
Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data shown in Table 1.6, it can be observed that 0.5% of the respondents, specifically one nurse, firmly express their disagreement about the notion that family interference necessitates effective management and equilibrium with career in order to prevent any negative impact on job performance. Out of the total sample size, 11 individuals, accounting for 5.0% of the respondents, expressed disagreement. A larger proportion of the participants, namely 69 individuals, representing 31.7% of the sample, remained unsure. On the other hand, a significant majority of 103 individuals, constituting 47.2% of the respondents, expressed agreement. Lastly, 34 individuals, representing 15.6% of the sample, strongly agreed with the given statement. The finding that the highest response rate recorded was 47.2% suggests that effectively managing and balancing family interference with career is crucial in order to prevent a decline in job performance among female nurses.

Table 1.7: Responses on if safe awareness and proper management can enhance improved performance

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	14	6.4	6.4	6.4
Disagree	17	7.8	7.8	14.2
Undecided	14	6.4	6.4	20.6
Agree	88	40.4	40.4	61.0
strongly agree	85	39.0	39.0	100.0
Total	218	100.0	100.0	

Source: Field Survey (2024)

According to the data shown in Table 1.7, it can be observed that a total of 14 female nurses, accounting for 6.4% of the respondents, firmly express their disagreement regarding the notion that safe knowledge and effective management might contribute to enhanced performance. Out of the total sample size of 204 respondents, 17 individuals, accounting for 7.8% of the participants, expressed disagreement. Additionally, 14 respondents, representing 6.4% of the sample, were unsure. On the other hand, 88 participants, constituting 40.4% of the total, expressed agreement, while 85 individuals, representing 39.0% of the sample, strongly agreed. The observation that the highest response rate recorded was 40.4% suggests that increased awareness of safety measures and effective management practises can contribute to enhanced performance.

Test of Hypotheses

H₀₁: Career-life domain of employees has no significant effect on the performance of female nurses in University of Uyo Teaching Hospital

Table 1.8: Regression Results for the Test of Hypothesis one

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.615 ^a	.378	.375	1.50560

a. Predictors: (Constant), Career-life Domain

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	297.088	1	297.088	131.059	.000 ^b
	Residual	489.633	216	2.267		
	Total	786.720	217			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Career Domain

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.406	.830		6.517	.000
	Career Domain	.629	.055	.615	11.448	.000

a. Dependent Variable: Employee Performance

Source: Researcher's computation (2024)

The regression analysis yielded a significant correlation between the dependent variable and the independent variable $R = 0.615$. The coefficient of determination, denoted as R^2 , was found to be 0.378, and the adjusted coefficient of determination, adjusted R^2 , was calculated to be 0.375, suggesting that the career life domain explained 3.7% of the variance of performance of female nurses in university of uyo. According to the analysis of variance (ANOVA) table, the regression model exhibits statistical significance, as indicated by a p-value of less than 0.0005, which is below the conventional threshold of 0.05. This implies that it is a suitable match. The coefficient table provides the beta coefficient, which is used to evaluate the relative significance of the independent variable on the dependent variable. The career life domain had a substantial standardised coefficient of $\beta = 0.629$, with a P-value of 0.0000. This finding suggests that there is a positive relationship between changes in the career life domain and changes in performance, with a coefficient of 0.62. Nevertheless, given that the calculated p-value of 0.000 is below the predetermined significance level of 0.05, we can conclude that there is sufficient evidence to reject the null hypothesis. The study has determined that the career life domain exerts a substantial impact on the performance of female nurses inside the University of Uyo Teaching Hospital.

H₀₂: Family life domain of employees has no significant influence on the performance of female nurses in University of Uyo Teaching Hospital

Table 1.9: Regression Results for the Test of Hypothesis Two

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.840 ^a	.706	.704	1.03528

a. Predictors: (Constant), Family-life Domain

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	555.209	1	555.209	518.011	.000 ^b
	Residual	231.511	216	1.072		
	Total	786.720	217			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Family-life Domain

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.601	.585		2.734	.007
	Family-life Domain	.876	.039	.840	22.760	.000

a. Dependent Variable: Employee Performance

Source: Researcher's computation (2024)

The regression analysis yielded a significant correlation between the dependent variable and the independent variable $R = 0.840$. The coefficient of determination $R^2 = 0.706$, and adjusted coefficient of determination $R^2 = 0.704$ indicating that approximately 0.704% of the variability in the dependent variable can be explained by the independent variable in the model. This means that family life domain accounted for 7.0% of the variance in the performance of female nurses in the University Teaching Hospital. According to the analysis of variance (ANOVA) table, the regression model exhibits statistical significance with a p-value of less than 0.0005, indicating a level of significance below the conventional threshold of 0.05. This implies that it is a suitable match. The coefficient table provides the beta coefficient, which is used to evaluate the relative significance of the dependent variable in relation to the independent variable. The domain of family life had a statistically significant standardised coefficient of $\beta = 0.876$, with a p-value of 0.000. This research demonstrates that there is a positive relationship between changes in the family life domain and changes in performance, with a coefficient of 0.87. Nevertheless, given that the obtained p-value of 0.000 is below the conventional significance level of 0.05, we can

conclude that there is sufficient evidence to reject the null hypothesis. Therefore, it may be inferred that the area of family life has a substantial impact on the performance of female nurses in UUTH.

Discussion of Findings

The primary aim of this study is to investigate the influence of the work-life balance on the performance of female nurses at the University of Uyo Teaching Hospital. Work-life balance was decomposed into family life and career life domains. In accordance with this purpose, hypothesis was formulated suggesting that the career-life domain did not have an impact on the performance of female nurses at the University of Uyo Teaching Hospital. Based on the analysis conducted, the regression analysis indicated a significant correlation between the dependent variable and the independent variable, with a correlation coefficient of 0.615. The coefficient of determination, denoted as R^2 , was found to be 0.378, indicating that about 37.8% of the variance in the performance of female nurses at the University of Uyo Teaching Hospital can be explained by the career-life domain. Additionally, the adjusted coefficient of determination, denoted as adjusted R^2 , was calculated to be 0.375, suggesting that the career-life domain accounts for approximately 37.5% of the variance in performance after considering the number of predictors in the model. Furthermore, the career-life domain exhibited a substantial standardised coefficient of $\beta = 0.629$, with a p-value of 0.000. However, given that the p-value is 0.000, which is below the significance level of 0.5, we can conclude that the null hypothesis is rejected. The studies conducted by Zetlin (2013), Rani *et al.* (2021) have together determined that the career-life domain exerts a substantial impact on performance outcomes. The researchers discovered that employees who perceive that their superiors accept and appreciate their career-life priorities exhibit higher levels of engagement and productivity compared to those who do not perceive such acceptance and acknowledgement.

The study's second sub-purpose aimed to evaluate the impact of the family life domain on the performance of female nurses at the University of Uyo Teaching Hospital. In accordance with this proposition, it was postulated that the family life domain did not exert an influence on the performance of female nurses at the University of Uyo Teaching Hospital. The results of the regression analysis indicate a significant correlation between the dependent variable and the independent variable, with a coefficient of determination (R-squared) value of 0.840. The coefficient of determination, denoted as R^2 , was found to be 0.706, while the adjusted coefficient of determination, denoted as adjusted R^2 , was calculated to be 0.704. These values indicate that the family life domain accounted for approximately 7.0% of the variance in the performance of female nurses at the University of Uyo Teaching Hospital. Furthermore, the domain of family life had a notable standardised coefficient of $\beta = 0.876$, with a p-value of 0.000. However, given that the p-value is 0.000, which is less than 0.5, we can conclude that the null hypothesis should be rejected. The study has determined that the family life domain exerts a notable impact on the performance of female nurses at the University of Uyo Teaching Hospital. This finding is consistent with the findings reported by Dissanayaka and Ali (2021), and Safaria (2011). The study unveiled that when a harmonious equilibrium is achieved and sustained between familial obligations and professional responsibilities, both the employee and the company experience advantageous outcomes. Based on the results of their study, employees experience increased levels of job satisfaction, improved interactions with management, effective communication, boosted self-esteem, and reduced stress levels.

Conclusion and Recommendations

The study aimed at examining the influence of work-life balance on the performance of female nurses at the University of Uyo Teaching Hospital with particular attention on the career life and family life domain these nurses. Findings revealed that the career life and family life domain influence the performance of female nurses at the University of Uyo Teaching Hospital. When employees feel like they have a life outside of their work, it tends to be much easier to feel motivated while on the job. Having a good work-life balance provides the mental space to think outside of work, which may then be translated into healthier habits that will help meet an individual's professional goals. As such, management of University of uyo teaching hospital should take steps to ensure that their employees are happy and healthy both inside and outside of work, this satisfaction will lead to better performance at work as well as pose as motivation on the job.

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