A Structural Equation Model for Work-Life Balance of Women Nursing Professionals of Government and Private Hospitals working in Bangalore

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**Abstract**

In this study, Structure equation modelling (SEM) was used to evaluate the interaction among the exogenous and endogenous variables. Four different interactions were proposed to be examined by the SEM: The effect of Demographic variables and extraneous factors on Satisfaction with Work-Life Balance (SWLB). The effect of Work Place Support (WPS) on Work Interference with Personal Life (WIPL) and Personal Life Interference with Work (PLIW), WIPL and PLIW on SWLB, and SWLB on Improved Effectiveness at Work (IEW) on a total of 400 nurses working in Government and Private Hospitals in Bangalore. The model reveals that Improved Effectiveness to Work (IEW) is influenced by SWLB, WIPL, and PLIW. Satisfaction in work life balance was further found to be affected by SWLB, WIPL, PLIW, demographic factors and extraneous factors. From these results, it is evident that for an improved effectiveness at work, it is crucial to have satisfaction with work-life balance, reduced Work interference and Personal life interference in work could have a constructive effect on satisfaction with work-life balance.

**Keywords:** Work-life Balance, Demographic factors, extraneous factors, SEM model, Nurses.