



WORK-LIFE BALANCE OF FEMALE NURSES IN UNIVERSITY OF UYO TEACHING HOSPITAL: THE PERSONAL LIFE PERSPECTIVE

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ABSTRACT: *This study was conducted to assess the influence of work-life balance on the performance of female nurses in University of Uyo Teaching Hospital with particular attention on the personal life domain of these nurses. The study population was 480 female nurses in the employ of University of Uyo Teaching Hospital from which a sample of 218 was selected using Taro Yamene's formula 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 a correlation value of $R= 0.605$ with a substantial standardised coefficient of $\beta=0.600$ of the studied variables. Conclusively, there exists a significant positive influence between personal life domain and the performance of female nurses in University of Uyo Teaching Hospital. To prevent any adverse effects on their professional performance, female nurses in University of Uyo Teaching Hospital should pay proper attention to their personal life domain.*

KEYWORDS: *Work-life balance, Personal life domain, Female nurses, Performance.*



INTRODUCTION

Individuals choose to become members of organisations in order to experience a specific standard of living through the provision of services to their employers, as well as to satisfy their other personal requirements. Employees are individuals who are part of familial units and may also be affiliated with additional social collectives. In light of this, it is imperative for employees to effectively manage their professional responsibilities alongside personal obligations. It is imperative to acknowledge that the current state of employment terms and conditions may exert an impact on workers' work attitudes, including their loyalty, commitment to delivering services, and overall contribution to achieving organisational goals. The aforementioned attitudes are of utmost importance as they play a crucial role in influencing the performance of employees, hence serving as a significant factor in determining the attainment of organisational objectives. However, the manifestation of these attitudes is contingent upon the provision of conducive work conditions that facilitate a harmonious equilibrium between individuals' professional and personal lives.

The concept of work-life balance holds a significant importance and is a matter of considerable concern for employees across various enterprises. The concept extends beyond the act of giving precedence to one's professional responsibilities and personal life. The impact of work on employees' social, psychological, economic, and mental wellbeing manifests in their work attitudes and ultimately influences their performance. Therefore, the concept of work-life balance has significant ramifications for employee attitudes and the ability of businesses to accomplish their objectives.

According to Amjad (2019), work-life balance refers to the process of effectively managing and allocating time and energy between one's professional responsibilities and personal life commitments. According to Naithani (2020), the concept of work-life balance entails the proficient handling of many obligations within the domains of work, home, and other elements of an individual's life. According to Warren (2017), a variety of life domains exist. The author proposed that these domains had a strong link. This study, however, examines the primary area of life, specifically the personal life domain.

The Personal Life domain encompasses various aspects of an employee's well-being, including their physical health, interpersonal relationships, personal aspirations, and spiritual development. This domain is distinct from the employee's work life, since it focuses on their non-professional pursuits and overall life satisfaction. When an employee's employment restricts their ability to attend to this aspect of their life, it might lead to an imbalance that impacts their work attitudes. Each of these realms of life in turn strives to capture the individual's attention. The exertion of pressure on individuals has significant ramifications for employee performance.

The performance of employees plays a crucial role in determining the overall success of a business. Personal performance refers to the level of proficiency with which a person carries out their assigned job obligations and responsibilities. Performance is associated with the specific tasks that a worker undertakes in order to accomplish their professional responsibilities, as well as other quantifiable actions that can be evaluated (Orog, 2019). Performance can be defined as the skillful execution of a task within predetermined parameters. Employee performance refers to the extent to which an individual meets the expectations and demands of their employment (Rue & Byars, 2020).



According to Cascio (2020), performance can be described as the manner in which an individual carries out their job, with effectiveness serving as the criterion by which it is evaluated. It can also be described as work-related activities expected of an employee and how effective those activities are executed (Effiong *et al.*, 2024). According to the Business Dictionary, effectiveness can be defined as the extent to which a certain entity or action achieves the intended outcome. The performance of employees is intricately linked to the tasks carried out by individuals within an organisation, encompassing aspects such as the quality, quantity, and timeliness of their work. The assessment of performance inside an organisation is a crucial determinant in the growth and advancement of employees. The evaluation of employee performance within an organisation is of utmost importance in the realm of human resource management, as it aids in identifying employees who possess the potential to foster personal growth and enhance overall organisational effectiveness. Pattanayak (2019) asserts that task performance encompasses explicit job behaviours, specifically referring to core job obligations as outlined in the job description.

Organisations necessitate optimal staff performance in order to effectively accomplish their objectives. Optimal staff performance cannot be compromised especially in the healthcare profession where female nurses play pivotal roles. The attainment of University of Uyo Teaching Hospital's objective is partially contingent upon the performance of these female nurses. Female nurses who encounter an imbalance between their work and personal lives often may feel distractions and dissatisfaction, which can lead to the development of poor work attitudes. It is against this backdrop that this study is conducted to assess the influence of personal work domain of work-life balance on the performance of female nurses.

The global worry of the ability to effectively manage the demands of work, family, and personal lives is a prevalent issue for both individuals and organisational management worldwide. Within the realm of organisational behaviour literature, this particular matter is widely acknowledged as a significant contributor to work-related stress, burnout, diminished commitment, absenteeism, subpar performance, and various other related outcomes. In certain organisations, employees may encounter challenges in balancing their work responsibilities with other aspects of their lives, such as family and personal commitments. Additionally, excessive workloads can lead to the delegation of tasks to untrained or inexperienced staff members, resulting in a subpar level of performance.

Furthermore, the role of female nurses is particularly noteworthy. Traditionally, women have been seen as the primary caregivers in families. They are responsible for childcare, eldercare and overall household management. As a result, female nurses, who are already shouldering significant responsibilities at work, often return home to another set of demanding responsibilities. These roles without adequate support or flexible work conditions can lead to burnout, reduce job satisfaction, decreased performance and increase turnover. The aforementioned concerns serve as catalysts for the researchers' curiosity in exploring the relationship between work-life balance and employee performance among female nurses in University of Uyo Teaching Hospital.



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 objective of the study is to:

- i. evaluate the effect of the personal domain on the job performance of female nurses at the University of Uyo Teaching Hospital.

Hypothesis of the Study

H₀₁: Personal life domain of employees has no significant effect on employees' performance of female nurses in University of Uyo Teaching Hospital.

H₁₁: Personal life domain of employees has a significant effect on employees' performance of female nurses in University of Uyo Teaching Hospital.

REVIEW OF RELATED LITERATURE

Personal Life Domain

Historically, the term "life" within the framework of work-life balance has conventionally emphasised familial responsibilities. This conceptual study aims to propose the idea that the concept of "life" extends beyond familial obligations and is distinct for employees belonging to various demographic groups. This study aims to examine the existing literature and advocate for the necessity of differentiating various aspects of the non-work domain, in light of the anticipated divergence in perspectives on "life" among different employee groups. The focus of the discourse revolves around the ongoing changes occurring within the workforce of Malaysia. Recent developments suggest that there is a clear distinction between the domains of "life" and "family." It is imperative for organisations to recognise and address this differentiation, offering appropriate assistance to achieve a harmonious equilibrium between professional responsibilities, personal life, and familial obligations.

The genesis of work-life balance practices can be traced back to the occurrence of work-life conflict encountered by employees. Work-life conflict refers to the conflict that arises when an individual's responsibilities as an employee are incompatible with their obligations in other domains, such as being a spouse, parent, or engaging in religion and leisure activities. The notion of Work Life Conflict acknowledges that individuals commonly assume several roles. The implementation of work-life balancing practices serves to reduce the occurrence of work-life conflict and specifically addresses the factors that contribute to such conflict (Lero & Bardoel, 2017). Work-life conflicts can be attributed to several antecedents, such as the presence of strong job demands and job overloads.



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 & 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.

Work-life Balance and Employee Performance

According to Hall and Ritcher (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 & 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 & 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 theory of family boundaries was first proposed by Compbell 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.

Empirical Review

In the investigation carried out by Ojo (2022), an examination was undertaken on the practises and policies pertaining to the concept of work-life balance within the banking sector of Nigeria. The principal objective of this study was to investigate the work-life balance practices employed within the banking sector in Nigeria. The study adopted a survey technique and utilised a questionnaire as the primary instrument for data collection. A cohort of 600 individuals was enlisted from 10 financial institutions situated within the geographical boundaries of Lagos State. The data analysis in this study employed the Pearson moment correlation method. Research has demonstrated that a higher level of enlightenment is necessary to boost individuals' comprehension of the practises and programmes implemented by firms in the context of work-life balance. Hence, it can be inferred that there exists an inadequate implementation of effective work-life balance practices within the banking industry in Nigeria. There is a proposal to augment consciousness and cultivate tactics inside the banking industry about the notion of achieving a harmonious equilibrium between work and personal life.

The study conducted by Dissanayaka and Ali (2021) focused on the banking sector. Their research aimed to investigate the influence of work-life balance on employee performance in seven apparel enterprises located in Sri Lanka. The objective of this research was to investigate the association between work-life balance and employee performance. The study utilised the survey research approach. The current study utilised a sample size of 96 employees in order to conduct an examination. The data underwent analysis utilising the regression statistical technique. The findings of the study indicated a significant favourable association between the equilibrium between work and personal life and the performance of employees. The study has determined that a correlation exists between the concept of work-life balance and the overall performance of employees. It is recommended that the pertinent organisations undertake



further measures to improve work-life balance considerations, with the aim of cultivating employee motivation and augmenting job performance.

Kamau *et al.* (2023) conducted a study to examine the correlation between work-life balance practices and employee performance in the context of Ecobank in Kenya. The principal objective of this research activity was to assess the influence of Ecobank's work-life balance policy on its employees. A quota sampling methodology was utilised to select a sample of 55 employees from the financial institution to partake in the survey conducted via questionnaires. The selected methodology for data analysis entailed the application of regression analysis. The results of the inquiry unveiled a noteworthy association between the equilibrium of work and personal life and the performance of employees. The present investigation discovered a notable association between the work-life balance of employees and their performance within Ecobank, Kenya. It has been proposed that Ecobank should improve its implementation of work-life policies to promote increased employee commitment and productivity.

METHODOLOGY

Survey research design was adopted for this study. The choice of this design enabled the researcher to collect data directly from respondents. The study's population encompassed all female nurses employed at the University of Uyo Teaching Hospital. This figure was given as 480 female nurses employed in the nursing service department of the institution. 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 is

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

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 the 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 Personal Attributes Affect Female Nurses' Job Performance

		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 0.5% of the respondents, specifically one nurse, strongly disagree with the notion that personal traits have an impact on the job performance of female nurses. 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 observation that the highest response rate recorded was 55.5% suggests that personal traits have an influence on the job performance of female nurses.

Table 1.5: Responses on if Self-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 1.5, 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 self 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 practices can contribute to enhanced performance.

Table 1.6: Responses on if Experience as an Employee Indicates That Employee Performance Is Determined by the Nature of Work Itself

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	1	0.5	0.5	0.5
	Disagree	3	1.4	1.4	1.8
	Undecided	64	29.4	29.4	31.2
	Agree	98	45.0	45.0	76.1
	strongly agree	52	23.9	23.9	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, namely one female nurse, strongly disagrees with the notion that employee performance is solely affected by the nature of work, as indicated by their experience as an employee. Out of the total sample size, 3 respondents (equivalent to 1.4%) expressed disagreement, while 64 respondents (29.4%) remained indecisive. Additionally, 98 respondents (45.0%) indicated agreement, and 52 respondents (23.9%) strongly agreed with the statement. The observation that the highest response rate recorded was 45.0% suggests that there is a correlation between an individual's experience as an employee and their performance, which is influenced by the inherent characteristics of the task they undertake.

Table 1.7: Responses on if the Personality of Employee, His/Her Upbringing, Skills, Training and Other Attributes Have a Bearing on Job Performance

		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	71	32.6	32.6	38.1
	Agree	101	46.3	46.3	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 1.7, it can be observed that 0.5% of the respondents, specifically one female nurse, firmly express their disagreement with the influence of an employee's personality, upbringing, abilities, training, and other factors on job performance. Out of the total sample size of 217 participants, 11 individuals (5.0%) expressed disagreement, 71 individuals (32.6%) remained uncertain, 101 individuals (46.3%) expressed agreement, and 34 individuals (15.6%) strongly agreed. The observation that the highest response rate recorded is 46.3% suggests a potential relationship between job success and other factors such as an employee's personality, upbringing, abilities, training, and other traits.



Test of Hypothesis

H₀₁: Personal life domain of employees has no significant effect on employees' performance of female nurses in University of Uyo Teaching Hospital.

H₁₁: Personal life domain of employees has a significant effect on employees' performance of female nurses in University of Uyo Teaching Hospital.

Table 4.22: Regression Results for the Test of Hypothesis Three

Model Summary

Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.605 ^a	.366	.363	1.51927

a. Predictors: (Constant), Personal life domain

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	288.151	1	288.151	124.839	.000 ^b
	Residual	498.569	216	2.308		
	Total	786.720	217			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Personal life domain

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	5.728	.821		6.976	.000
	Personal life domain	.600	.054	.605	11.173	.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, with a coefficient of determination (R-squared) of 0.605. The coefficient of determination, denoted as R², is equal to 0.366, indicating that about 36.6% of the variation in the dependent variable can be explained by the independent variables in the regression model. Additionally, the adjusted coefficient of determination, denoted as adjusted R², is equal to 0.363, which takes into account the number of independent variables and adjusts R² accordingly to provide a more accurate measure of the model's explanatory power. The personal life domain accounted for 3.6% of the variance in the performance of female nurses at the University Teaching Hospital. The analysis of variance (ANOVA) table indicates that the regression model exhibits statistical significance, with a p-value of less than 0.0005, which is below the commonly accepted threshold of 0.05. This suggests 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 personal life had a substantial standardised coefficient of $\beta=0.600$, with a p-value of 0.000. This research demonstrates that a one-unit alteration in the personal life category is associated with a 0.60 change in performance. 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. Consequently, it may be inferred that the Personal life domain exerts a substantial impact on the performance of female nurses in the UUTH.

DISCUSSION OF FINDINGS

The primary aim of this study was to investigate the influence of personal life domain on the job performance of female nurses at the University of Uyo Teaching Hospital. In accordance with this purpose, a hypothesis was formulated suggesting that the personal life domain does not have an influence on the performance of female nurses at the University of Uyo Teaching Hospital. The results of the regression analysis indicated a significant correlation between the dependent variable and the independent variable, with a coefficient of determination (R-squared) of 0.605. The coefficient of determination, denoted as R^2 , was found to be 0.366. Additionally, the adjusted coefficient of determination, known as adjusted R^2 , was calculated to be 0.363. It was observed that the personal life domain accounted for approximately 3.6% of the variance in the performance of female nurses at the University of Uyo Teaching Hospital. Similarly, the domain of personal life had a substantial standardised coefficient of $\beta = 0.600$, with a p-value of 0.000. However, given that the p-value is 0.000, which is smaller than the significance level of 0.5, we can conclude that the null hypothesis is rejected.

The findings of this study indicate that the personal life domain exerts a substantial impact on the performance of female nurses at the University of Uyo Teaching Hospital. This finding is consistent with the findings of Khan (2011), Bashir and Ramay (2013), and Fapohunda and Tinuke (2014) in their respective studies, which concluded that when a proper equilibrium is achieved and sustained between an individual's personal life and their involvement in the company, both the employee and employer benefit. The benefits include increased levels of enjoyment, improved interactions with management, effective communication, enhanced task management, and heightened motivation.

CONCLUSION AND RECOMMENDATION

The purpose of this study was to examine the influence of work-life balance on the performance of female nurses at the University of Uyo Teaching Hospital with particular emphasis on the personal life domain of these nurses. The investigation revealed that the personal life domain influences the performance of female nurses at the University of Uyo Teaching Hospital. Employees that have a strong work-life balance tend to be more productive and take less time off from work. They will also be happier with their jobs since they feel as though they can live their lives outside of the workplace as well as at it, without feeling indignant or drained. Equally, an improved ability to stay focused and concentrate on the job is also being tied to improved physical health. With less chances of being ill, employees could be more productive in their jobs even when they are ill if they are not worried about how they will get through the day of work while feeling terrible. As a recommendation, administrators of University of Uyo



Teaching Hospital should ensure that their female nurses are happy and healthy both inside and outside of work. This satisfaction will lead to improved performance. It will also act as motivation on the job for these female nurses.

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