

Annexure A**Table A1: Cronbach Alpha Coefficients, Skewness and Kurtosis Values for all variables of the Study**

Name of Latent Variable	Cronbach Alpha	Skewness	Kurtosis
DrWLB			
Work to Personal Life Intrusion (W_PLI)	0.88	-.202	-.482
Work to Family Life Intrusion (W_FLI)	0.81	-.023	.068
Work to Social Life Intrusion (W_SLI)	0.83	-.227	.055
Life to Work Competency Intrusion (L_WCI)	0.79	-.120	-.115
Life to Work Achievement Intrusion (L_WAI)	0.80	-.201	-.392
Life to Work Motivation Intrusion (L_WMI)	0.81	-.092	-.052
Work to Personal Life Support (W_PLS)	0.85	.283	-.585
Work to Family Life Support (W_FLS)	0.82	.492	-.387
Work to Social Life Support (W_SLS)	0.81	.015	.525
Life to Work Competency Support (L_WCS)	0.86	.384	-.596
Life to Work Achievement Support (L_WAS)	0.83	.229	-.789
Life to Work Motivation Support (L_WMS)	0.83	.320	-.852
DrWLB_Fact			
Professional Factors	0.83	-.257	.063
Patient Issues	0.81	-.384	.596
Country Specific	0.80	-.213	.118
Personal Matters	0.80	-.245	.027
DrJS			
Pos_Aff (Positive Affect)	0.89	.977	.219
Neg_Aff (Negative Affect)	0.85	-.101	-.410
Int_Fact (Intrinsic Factors)	0.87	-.100	-.570
Ext_Fact (Extrinsic Factors)	0.84	-.188	-.618

N=502

Table A2: Kaiser Meyer Olkin (KMO) and Bartlett's test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.852
	Approx. Chi-Square	9068.459
Bartlett's Test of Sphericity	df	630
	Sig.	.000

Table A3: Multiple Regressions with Affective Job satisfaction (AJS) as Criterion Variable and Doctors' Work Life Balance (DrWLB) as Predictor

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	150.476	8.627		17.443	.000
1 WLI_Tot	-1.147	.098	-.400	-11.693	.000
LWI_Tot	-.684	.154	-.154	-4.436	.000
WLE_Tot	1.594	.179	.319	8.923	.000
LWS_Tot	.631	.119	.138	5.307	.000

a. Dependent Variable: AJS_Tot

Table A3.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.930 ^a	.864	.863	7.145

a. Predictors: (Constant), LWS_Tot, LWI_Tot, WLI_Tot, WLE_Tot

Table A4: Multiple Regressions with as Doctors' Work Life Balance (DrWLB) Criterion Variable and Cognitive Job satisfaction (CJS) as Predictor

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.837	.973		2.914	.004
Int_Fact	1.111	.074	.542	15.092	.000
Ext_Fact	.946	.076	.446	12.411	.000

a. Dependent Variable: DrWLB

Table A4.1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.960	.960	3.491

a. Predictors: (Constant), Ext_Fact, Int_Fact

• **Mediation Multiple Regression (Tables A5 to A7)**

Table A5: Multiple Regressions with Doctor's Work Life Balance (DrWLB) as Criterion Variable and Cognitive Job satisfaction (CJS) as Predictor

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.492	.922		2.702	.007
CJS_Tot	1.030	.009	.980	109.413	.000

a. Dependent Variable: DrWLB

Table A5.1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.960	.960	3.492

a. Predictors: (Constant), CJS_Tot

Table A6: Multiple Regressions with Affective Job satisfaction (AJS) as Criterion Variable and Cognitive Job satisfaction (CJS) as Predictor

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-11.060	2.134		-5.183	.000
	CJS_Tot	1.060	.022	.909	48.669	.000

a. Dependent Variable: AJS_Tot

Table A6.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.909 ^a	.826	.825	8.077

a. Predictors: (Constant), CJS_Tot

Table A7: Multiple Regression with Affective Job satisfaction (AJS) as Criterion Variable and DrWLB and CJS as Predictors

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-13.621	1.928		-7.066	.000
	DrWLB	1.028	.093	.926	11.075	.000
	CJS_Tot	.001	.098	.001	.015	.988

a. Dependent Variable: AJS_Tot

Table A7.1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.927 ^a	.860	.860	7.244

a. Predictors: (Constant), CJS_Tot, DrWLB

• **Moderated Multiple Regression (Tables A8 and A9)**

Table A8: Moderated Multiple Regression –Relationship between DrWLB and CJS Moderated by City Type

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	101.671	.544		187.012	.000
1 CJS	.955	.033	.909	29.313	.000
City_Type	.377	.343	.011	1.098	.273
CJS x CT	.047	.021	.070	2.269	.024

a. Dependent Variable: DrWLB

Table A8.1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.960	.960	3.477

a. Predictors: (Constant), CJSxCT, City_Type, CJS

Table A9: Moderated Multiple Regression – Relationship between DrWLB and CJS Moderated by Hospital Type

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	106.586	.463		230.055	.000
CJS	1.158	.027	1.101	42.447	.000
Hospital_Type	-2.677	.289	-.077	-9.278	.000
CJS x HT	-.077	.017	-.114	-4.425	.000

a. Dependent Variable: DrWLB

Table A9.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.983 ^a	.967	.967	3.183

a. Predictors: (Constant), CJSxHT, Hospital_Type, CJS

Annexure B
Questionnaire

Research (PhD) work on Work Life Balance of Doctors

Respected Doctor,

With globalisation, rapid changing technology and 24x7 work culture, people in most professions find themselves struggling between work and non work life commitments; causing a work life imbalance. The profession of doctors is no exception. Doctors have extremely busy lives and one of their biggest challenges is balancing between all demands of the medical work and other parts of life; including their own needs as well as those of their family, friends and community. A survey by the Indian Medical Association (IMA) Pune Chapter has revealed that on average Indian doctors are dying younger. Stress and sedentary lifestyle makes their lives 10 years shorter than that of the average person's lifespan says survey (Feb 2010). The aim of my research is to generate awareness for the need of healthy WLB among doctors, identify factors that cause imbalance and generate solutions.

Work Life Balance is basically achieving satisfaction in two domains of life 'work' and 'non-work'. For the purpose of this research I define:

- **Professional (Work) life** as the time spent on doing activities related to paid employment.
- **Personal (Non-work) life** as time spent on any activities or relationships that are outside of work.

It will take only 15 minutes to fill up questionnaire.

But it will also help you to identify factors disturbing your own balance and thereby allow achieving work life balance and overall quality of life.

Your participation will be of great importance & help for this research.

I hereby declare that the information provided by you will be treated in strict confidence; no one in the hospital will be able to view your responses; your individual identity will not be disclosed under any circumstances to anyone. This Questionnaire is developed as a part PhD study. Further the information gathered is not collected with any commercial intention but shall be utilized only for the research work and research report.

You participation will be voluntary and you may chose not to participate.

Best Regards

Bhavna Vegad

PhD Research Student

Work Life Balance (WLB) Questionnaire for Doctors

General instructions: Expected time 10-15 minutes. Questions on following pages ask you about various experiences in your professional and personal life.

Work to Life Intrusion

Completely Agree	Mostly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Mostly Disagree	Completely Disagree
7	6	5	4	3	2	1

To what extent to you agree or disagree with following statements (please tick any one)

Sr No.	Work to Life Intrusion (WLI)	7	6	5	4	3	2	1
1	Being a doctor consistently produces negative feelings that disturbs my personal life							
2	I am too stressed & emotionally drained out to focus on personal goals							
3	I do not get time to take care of my health (ignore health conditions)							
4	Due to my busy schedule, my spouse has to compromise with his/her career.							
5	I miss out on family get-togethers, functions, holidays etc							
6	I spend quality time with children & family members.							
7	I have not met my friends since a long time							
8	I cannot participate in social or community activities							
9	I know my neighbours well							

Work to Life Support

Completely Agree	Mostly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Mostly Disagree	Completely Disagree
7	6	5	4	3	2	1

The following questions ask you about opinion on positive effects of work on your personal life

(please tick any one)

Sr. No	Work to Life Support (WLS)	7	6	5	4	3	2	1
1	Abilities and competency developed at work supports my personal growth							
2	My job provides a sense of personal achievement							
3	Job behaviors learnt lead to behaviors that assist in family life.							
4	My seniors support helps me perform my family role in a better way							
5	Being a doctor has helped me to become a good responsible citizen							
6	My job at this hospital provides me with social status in society							

Life to Work Intrusion

Completely Agree	Mostly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Mostly Disagree	Completely Disagree
7	6	5	4	3	2	1

Due to responsibilities and matters related to personal life and demands how often have you felt the following:

(please tick any one)

Sr. No	Life to Work Intrusion (LWI)	7	6	5	4	3	2	1
1	I have a hard time concentrating on my work due to disturbed environment at home							
2	My health problems have reduced my energy level to work							
3	I lose my patience and temper at work, get into argument							
4	Personal problems impede my professional development							
5	Due to family responsibilities, I do not have time to undergo research and training activities							
6	I had to refuse job promotion owing to other commitments							
7	I have lost interest and motivation to work							
8	Due to tensions and problems of my family life, I have lost enthusiasm to work							
9	I don't feel like taking initiative at work							

Life to Work Support

Completely Agree	Mostly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Mostly Disagree	Completely Disagree
7	6	5	4	3	2	1

The following questions ask you about the positive effects of your personal life in enhancing work competency and performance.

(please tick any one)



Sr. No	Life to Work Support	7	6	5	4	3	2	1
1	Discussing work problems with family and friends helps me take right decisions							
2	Being an emotionally intelligent person helps me to handle my job properly							
3	Interpersonal relationships at home helps to become a better team member							
4	Personal health and wellbeing provides support for career development.							
5	I receive assistance and advice from family and friends when de-motivated							
6	Appreciation from society keeps me going in stressful times.							

Q) On a scale of 1 to 10, how would you rate your current work life balance WLB?

1 = 'Highly imbalanced- Difficulty in Balancing' and

10 = 'Highly balanced – Having a good Balance'

1	2	3	4	5	6	7	8	9	10

Q) Did you ever get a feeling that you have chosen the wrong profession?

- a) Yes b) No

If yes, then why did you feel so,

- a) It is difficult to manage both the professional and personal life satisfactorily
- b) The job is too demanding and stressful
- c) Unable to enjoy family and social life
- d) the competition is severe in this profession
- e) you did not get the expected rewards & recognition from being a doctor
- f) others (specify): _____

Q) What would you prefer for achieving a better work life balance? (tick any one)

- a. having own hospital and private practice
- b. practicing and working only with hospitals
- c. having private practice and also work as a consultant doctor

Please comment: _____

Reasons/Causes of Work Life Balance Problems

How strongly do you believe that the factors mentioned below are an obstruction towards achieving WLB; that these factors put an additional pressure on the limited time and energy that you have.

Sr. No	WLB_Factors	Compl etely Agree	Mostly Agree	Some what Agree	Neu- tral	Some what Dis- agree	Mostly Dis- agree	Compl etely Dis- agree
1	Total hours of work (daily/weekly)							
2	Working in shifts (specially night shift)							
3	Lack of cooperation & support from colleagues							
4	Lack of Support, Guidance & training from seniors							
5	Working culture of the hospital							
6	Inadequate break during work							
7	Getting leaves from the job							
8	Getting holidays and vacations							
9	Low autonomy & control over work							
10	Profession's demand to be always right & self critical							
11	Increasing mistrust among patients							
12	Unrealistic expectations and demands of patients & their family							
13	Unawareness, ignorance & delay by patients giving rise to emergency conditions							

Cont...

Reasons/Causes of Work Life Balance Problems

Sr. No	WLB_Factors	Compl etely Agree	Mostly Agree	Some what Agree	Neu- tral	Some what Dis- agree	Mostly Dis- agree	Compl etely Dis- agree
14	Patients` demand only for senior experienced doctors, thereby increasing senior doctors' workload							
15	Pressure of always being a good doctor of choice							
16	Long traveling time due to poor infrastructure							
17	Shortage of doctors and nurses resulting in overload for existing doctors							
18	Increasing patient population							
19	Unorganized & unsystematic working pattern in India							
20	Working as a doctor in competitive health sector of India							
21	Your Physical & Mental health conditions							
22	A working Spouse							
23	Caring for children							
24	Caring for older parents / dependents							
25	Lack of support from family members							

Q) Would you like to add any other factors?

Need for Work Life Balance Programs in Hospitals

Would you be interested in any of the following so as to achieve better work life balance?

Sr. No.	Need for Supportive Policies / Programs	Very interested	Not interested	Is it Presently provided by your hospital
1	Temporary reduced hours of work			Yes / No
2	Compressed Hours: Longer shifts so as to compress total week days worked into five longer days			Yes / No
3	Part Time Work arrangement			Yes / No
4	Paid Time Off (PTO) after certain total hours worked.			Yes / No
5	Paid forced holidays and vacations			Yes / No
6	Paternity leave			Yes / No
7	Career break			Yes / No
8	Financial and Investment Planning Assistance. Legal Problems			Yes / No
9	Wellness and Spiritual Programs			Yes / No
10	Stress management programs to handle emotional or behavioral difficulties arising due to traumatic experiences			Yes / No
11	Counseling for Family, Personal and Health problems			Yes / No
12	Fitness Center			Yes / No
13	Recreation / Sports Complex			Yes / No
14	Child Care / Development center			Yes / No
15	Event Planning, Car maintenance, Travel arrangements, Convenience Services (bill payments, housekeeping, grocery shopping)			Yes / No

JOB SATISFACTION

Completely Satisfied	Mostly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Mostly Dissatisfied	Completely Dissatisfied
100%	90%	70%	50%	30%	10%	0%
7	6	5	4	3	2	1

How would you describe your level of satisfaction with the following aspects of job?

(please tick any one)

Sr. No.	Job Satisfaction Statements	7	6	5	4	3	2	1
	Facets of Job	100%	90%	70%	50%	30%	10%	0%
1	Meaningfulness of the job itself							
2	Enrichment on the job							
3	Total time spent on job and at the hospital (duty hours)							
4	Autonomy, Authority and control at work place							
5	Flexibility provided on job							
6	Support & cooperation from colleagues							
7	Opportunities to advance in career- Growth and Promotions							
8	Hospital's supportive culture, policies and practices							
9	Guidance, feedback, support and motivation from seniors							
10	Salary as compared to work done							

Q) Please read the following statements carefully and then tick any one

- a) I would be very happy to spend the rest of my career with this hospital
- b) I am not satisfied but will continue due to other constraints
- c) I plan & think about quitting this hospital.

Feelings and Emotions Attached to Job

This scale consists of a number of words and phrases that describe different feelings and emotions. Indicate to what extent you have felt this way during the past month.

Use the following scale to record your answers:

Very frequently	Frequently	Somewhat	Occasionally	Rarely	Very rarely	Never
7	6	5	4	3	2	1

Positive Feelings:

alert: _____ attentive: _____ determined: _____ concentrating: _____
 active: _____ excited: _____ inspired: _____ interested: _____
 proud: _____ confident: _____ daring: _____ energetic: _____
 happy: _____ joyful: _____ delighted: _____ enthusiastic: _____
 calm: _____ relaxed: _____ at ease: _____

Negative Feelings:

angry: _____ frightened: _____ distressed: _____ irritable: _____
 upset: _____ angry at self: _____ nervous: _____ lonely: _____
 sad: _____ blameworthy: _____ drowsy: _____ alone: _____
 sleepy: _____ downhearted : _____ disgusted with self: _____
 tired: _____ sluggish: _____ dissatisfied with self: _____

Q) On a scale of 1 to 10, how would you rate your current job satisfaction level?
 (1 = 'Don't like working here at all' and 10 = 'Like working here very much')

1	2	3	4	5	6	7	8	9	10



Q) How strongly do you agree with the following statements?

(please tick any one)

Sr. No	Statements	Agree	Disagree
1	Female doctors face more WLB problems compared to male doctors		
2	Senior doctors face more WLB problems compared to junior doctors		
3	Married doctors face more WLB problem compared to unmarried ones		
4	Doctors working in metropolitan cities face more WLB problem		
5	Public hospitals doctors face more WLB problems		
6	A good WLB can positively affect a doctor's job satisfaction level		
7	A healthy professional life is a precondition for healthy personal life		

Please share your experience or any other thoughts about work life balance or its related problems that may not have been covered by the above questions?

Individual Information

1. Name of the hospital: _____

2. Specialisation area: _____

3. Qualification.: _____

4. Gender: (please tick)

Male	
Female	

This column for
Researcher's Use Only

4.	
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5. Age:

25-35 yrs	
36-45 yrs	
46-55 yrs	
above 55 yrs	

5.	
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6. Marital Status:

Married	
Unmarried	
Divorced	
Widowed	

6.	
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7. City in which working:

Mumbai	
Nashik	

7.	
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8. Type of Hospital:

Private	
Public / Government	

8.	
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9. Total years of practice:

1 to 5yrs	
6 to 10 yrs	
11 to 15 yrs	
Above 15 yrs	

9.	
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10. Shift working: (please tick)

General/Day shift	
Night shift	
Alternative	

10.	
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11. Total Weekly hours of work:

less than 39hrs	
40-49hrs	
50-59hrs	
more than 60hrs	

11.	
-----	--

12. Is your spouse working?

Yes	
No	
Spouse also a doctor?	

12.	
-----	--

13. Do you have dependents?

Yes	
No	

13.	
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** Thank you for your participation **