

## The Affect of Worklife Balance on Turnover Intentions of Employed Nurses in Selected Government Hospitals of Lucknow -A Cross Sectional Study

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### 1. INTRODUCTION

The shortage of nurses and their voluntary turnover of nurses globally superimposed challenges for the human resource administrators in the smooth functioning of the hospital institutions effectively and efficiently. The largest workforce in healthcare system is of female nurses in our country although male nurses are also employed but their numbers is proportionately less in many health care organizations. Nursing is itself considered as a very stressful job. Female nurses choosing it as a career, initially embraces the feelings of turnover intentions which finally results in their turnover as they succumb to the extreme pressure and stress produced by workload and the family bearing responsibilities. The worklife balance no more exists in their lifecycle. The need of time is to invest in scheduling and considering appropriate flexibility in their duty hours by HR managers and nurse managers so that their turnover intentions are minimized.

The health care sector imparts qualitative health care services to the people in maintaining their healthy lifestyle, preventing the spread of disease, treatment of disease, managing emergency indoor hospital care services and rehabilitation of clientele through the employment of committed and professional nurses. The nurses render their nursing care services with smile to their respective communities 24 \* 7 hours. Their round the clock services are underestimated by administrators and society

They were regarded as the frontline warriors during the Covid 19. Many nurses working in Covid care units were segregated from their families for care of Covid 19 patients and prevention of this disease in their community. The work in true sense imposed enormous burden on their personal and social lives. They underwent extreme emotional and physical exhaustion and thus the growing job dissatisfaction paved the path of turnover intentions and finally turnover from their respective organizations.

In the present scenario, worklife balance has captured the attention of everyone all the employers and employees. Employers of organizations insist on making profits whereas employees want an equal balance between their work and personal life to increase their proficiency, productivity and wellbeing. Worklife balance is bidirectional in nature. When work exceeds beyond the personal sphere of life then it becomes hazardous for the nurses in organization as it decreases their output and wellbeing physically, mentally, socially and spiritually on the other hand when more importance being imparted to the personal life then the productivity decreases in the organization and it impacts the patient's outcome. The equilibrium status needs to be maintained between the work and life for worklife balance.



## 2. LITERATURE REVIEW:

### *Definition of Worklife balance*

Worklife balance is attained in one's life when there is equilibrium of time, energy and responsibility in different roles of life (Kirchmeyer, 2000). Worklife balance is the balance between professional and personal family domain of life with minimal of conflicts (Greenhaus & Allen, 2011). Worklife balance is said to occur when there is equilibrium in balancing of three areas of affect (emotional), effectiveness (sense of success) and involvement (level of engagement) in one's life (Casper et al., 2018). Worklife balance is endeavor of achieving the gratification in three spheres of life particularly work, personal and family (Susi, & Jawaharrani, 2011). Work-life balance is a state of balance for an individual to handle the personal and workplace life effectively without any conflict and stress by working in a place of appropriate and congenial workplace culture, support from management and promotion of overall wellbeing of individual (Veenalatha, 2019). There are many definitions illustrated by different authors all aiming towards the achieving of balance between work and different spheres of personal life for the wellbeing of employees.

### *Importance of worklife balance*

In the present scenario, especially for nurses working in stressful environment, flexibility of scheduling of duty hours to be practiced by the nurse managers for reducing the turnover intentions of nurse. Although researchers emphasize on the flexibility of location that is tele homeworking as well as in following the flexibility in length of the of duty hours referred as part time working (Passerine & Plantenga, 2011). Flexibility of location is not applicable but part time working is to be considered for nurses who really require for further continuance of their jobs and giving their full potential to the services. The impact of flexible duty hours improves the wellbeing of employed staff, increases their job satisfaction level, decreases worklife imbalance and thus reduces turnover intentions (Shagvaliyeva & Yazdanifard, 2014). The health domain is an important aspect of effective worklife balance apart from contributing to satisfaction in personal domain of life (Gragnano et al., 2020). The flexibility of duty hours surely reduces the physical and psychological stress of nurses thus reducing the worklife imbalance and ultimately reducing of their turnover intentions.

Work life balance is the dynamic equilibrium interaction between different aspects of work and personal life, family, leisure activities, social aspects and responsibilities, healthy lifestyle overall a true sense of personal growth and development which keeps the employees happily satisfied working in their organizational culture. Turnover intentions of nurses are automatically curtailed working in such peaceful and prospective environment where the nurses are truly considered as the assets of hospital organizations. Striking a fine balance by prioritizing is work-life balance. Thus, the effective worklife balance yields a workforce of contented nurses willing to work for the organization with full commitment and dedication which gives a competitive advantage to the health care organizations and therefore attracting and sustaining of medical tourism in our country apart from improving qualitative and comprehensive patient care to our communities. It reduces the hiring, training cost of organizations in employment of new staff. Even the new prospective candidates search for health care organizations focusing on achieving of worklife balance among the employed nurses. Worklife balance is individual specific and keeps changing over time.

### *Worklife balance and its effect on turnover intention of nurses*

The turnover intention of employee means that state of mind which tends employees to have such intentions which stop them to be the member of that specific organization (Arokiasamy, 2013). It is willful leaving of organization by an employee due to the job dissatisfaction and stress of a particular job and compels the employs to search for other jobs as per their needs and competitive salary offered to them. The turnover intentions are the proxy factor before the actual occurrence of turnover process. The imbalance in worklife balance has effect on turnover intentions of nurses and was observed in the study among nurses working in public care hospitals (Hanoum et al., 2024). The negative relationship was revealed between the turnover intentions and worklife balance among the nurses working in the private sector hospitals (Gautam et al., 2024). Many health care organizations are not providing the creche services in the organizations for looking after the children of employed nurses, Even their timely child care leave also is also not approved. This leaves a space of disharmony for them and forcing them to choose the turnover intentions and finally turnover from the respective organizations (Sarla & Sandhu, 2024).

### *Hypothesis*

Null Hypothesis H<sub>0</sub>: There is no positive correlation between Turnover Intention Scale and turnover intentions of nurses.

Alternate Hypothesis H<sub>1</sub>: There is positive correlation between turnover scale and turnover intentions of nurses.

Null Hypothesis H<sub>0</sub>: The worklife balance does not influence the turnover intentions of nurses employed in selected government hospitals of Lucknow district.

Alternate Hypothesis H<sub>2</sub>: The worklife balance influences the turnover intentions of nurses employed in selected government hospitals of Lucknow district.

Null Hypothesis H<sub>0</sub>: The demographic variables do not influence the turnover intentions of employed nurses.



Alternate Hypothesis H<sub>3</sub> : The demographic variables influence the turnover intentions of employed nurses.

### 3. MATERIAL AND METHODS

#### **Research design**

Quantitative cross sectional research approach was used for assessing the turnover intentions of nurses and analyzing the influence of worklife balance on turnover intentions of employed nurses in selected hospitals of Lucknow district

#### **Research design**

Nonexperimental descriptive research design was used.

#### **Settings of the study**

The google questionnaires were used using 7-point Likert scale from employed nurses in different selected government hospitals of Lucknow district.

#### **Sample size**

It was calculated using Yamane's formula (Yamane ,1967).

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

Where,

n = sample size,

N = population size

e = margin of error

#### **In this study,**

N= 400 is the size of population.

Margin of error=5% at confidence interval 95% used.

$$n = \frac{400}{1+400(0.05)^2}$$
$$= 200$$

**Sampling Technique-Purposive sampling was used using inclusion and exclusion criteria.**

#### **Inclusion criteria**

1. All willing present registered nurses with more than 1 year of clinical service employed in different government hospitals of Lucknow.

#### **Exclusion criteria**

1. Nurses less than 1 year of clinical experience.
2. Nurses leaving the job due to superannuation of service
3. Nurses sacked from services due to dismissal, layoffs, downsizing, rightsizing.
4. All unwilling nurses.

#### **Tool**

Structured google questionnaire was used on Turnover Intention Scale and Worklife Balance influencing turnover intention of nurses. The questionnaire on the turnover intention scale and worklife balance influencing turnover intention of nurses consists of 4 and 10 questionnaire items respectively using 7-point Likert scale. It includes options ranging from 1. Strongly disagree, 2. Disagree, 3. Somewhat disagree, 4. Neither agree nor disagree, 5. Somewhat agree, 6. Agree, 7. Strongly agree. The data was collected after taking informed consent from willing participants.

#### **Content validity**

The face validity was used. The expert opinions and suggestions from the HR administrators, senior clinical nurses, clinical nurses, nurse managers and administrators were consulted and the amendments incorporated.

#### **Reliability**

The Cronbach's alpha score used for checking the internal consistency of the Turnover Intention Scale for assessing the turnover intentions is found as 0.81 which is robust and acceptable. The Cronbach's alpha score of the structured



questionnaire for assessing worklife balance is 0.72 which is very high (Taber,2018). A pilot study was conducted on 05 Jan 23 on 20 nurses to test for the feasibility of the research and turned out successful.

**Objectives of the study**

1. To assess the turnover intentions, present among the employed nurses in relation to worklife balance.
2. To assess the different aspects of worklife balance influencing the turnover intentions of nurses.
3. To study demographic variables influencing the turnover intention of employed nurses in relation to worklife balance
4. To suggest the measures to curtail the turnover intentions of employed nurses related to worklife balance.

**Analysis**

The data collected was analyzed using SPSS 20. The sociodemographic data such as gender, qualification, age, marital status, income was collected from 200 willing nurse participants employed in different selected hospitals of Lucknow from 15 Jan 2023 to 15 Feb 2023. The maximum nurses were female (82 %) as compared to males (18 %). Out of this group, maximum was married (72 %) as compared to unmarried ones (26 %). Most of them were with GNM (41%) and BSc nursing degrees (24.5 %). The age group prominently participated was of 26-31(31 %) followed by 32-37(22 %) and 38-43(22.5 %). The number of participant nurses with clinical experience 5-10 years (42 %) was more followed by 15-17 years of experience (20 %). Most of the nurses (31 %) were with income slab of 6-10 lakh followed by with 2-5 lakh income (22 %). The various demographic parameters were studied and depicted in the Table1.

**Table 1: Frequency and Percentage Distribution of Demographic Variables of Nurses employed in Selected Government Hospitals of Lucknow, N=200.**

Parameters	Category	Frequency	Percentage
Gender	Female	164	82.0
	Male	36	18.0
Qualification	ANM	29	14.5
	BSc	49	24.5
	GNM	82	41
	MSc	17	8.5
	PBBS	22	11
	PhD	1	0.5
	Age	20-25	18
	26-31	62	31
	32-37	44	22
	38-43	45	22.5
	38-43	16	8
	44-49	13	6.5
	> 49	2	1
Marital status	Divorcee	2	1
	Married	144	72
	Unmarried	52	26
	Widow	2	1
Income	2-5	44	22



	6-10	62	31
	11-15	32	16
	16-20	36	18
	>21	26	13
Experience	<2	14	7.0
	3-4	36	18.0
	5-10	84	42.0
	11-14	11	5.5
	15-17	40	20.0
	>18	15	7.5

**Favorable score for Turnover Intention Scale**

The 7-point Likert Scale shows the favorable score for turnover intention of nurses in the turnover intention scale is ranging from 4.45 to 7.00 as demonstrated in in Table 2.

**Table 2: Turnover Intention Scale as per the Score of 7 Point Likert Scale**

S. No	Range	Interpretation
1	1 - 1.86	Strongly disagree
2	1.87 - 2.72	Disagree
3	2.73 - 3.58	Somewhat disagree
4	3.59 - 4.44	Neither agree nor disagree
5	4.45 - 5.3	Somewhat agree
6	5.4 - 6.16	Agree
7	6.17 - 7.00	Strongly agree

The female nurses (82.26 %) were found to have more turnover intention as compared to males (17.74 %) employed in various government hospitals. The married nurses (71.5 %) showed more inclination towards the intentions of quitting the jobs in comparison to unmarried ones (26.34 %) attributed to the increasing family responsibilities. The age group of 32-49(59.78%) demonstrated maximum thoughts of turnover intentions. The nurses having clinical experience 6-20 years were with more turnover intention thoughts (74.73 %). The GNM and BSc degree nurses were more with thoughts of leaving their noble profession. The large chunk of nurses with 6-10 lakh annual income (31.7 %) showed the turnover intention thoughts as represented in the Table 3.

**Table 3: Demographic categories of participants with favorable Turnover Intention Scale, N=186**

Parameters	Category	Frequency	Frequency of respondents with agreeable turnover intention (Score 4.45-7.0)	Percentage %
Gender	Male	36	33	17.74
	Female	164	153	82.26



Age (Yrs)	20-31	80	74	40.22
	32-49	118	110	59.78
	>49	2	-	
Marriage	Married	144	133	71.51
	Unmarried	52	49	26.34
	Widow	2	02	1.08
	Divorcee	2	02	1.08
Qualification	ANM	29	26	13.98
	GNM	82	77	41.4
	BSc	49	45	24.19
	PBBSc	22	20	10.75
	MSC	17	17	9.14
	PhD	01	01	0.54
	Experience (Yrs)	<2	14	12
	2-5	36	35	18.82
	6-20	150	139	74.73
Income	2-5	44	41	22.04
	6-10	62	59	31.72
	11-15	32	31	16.67
	16-20	62	55	29.57

**Turnover intention rate**

$$=186/200*100$$

$$=93\%$$

The turnover intention rate is very high as 93 % revolving around the fact of unsatisfactory Worklife balance environment faced by nurses employed in various government hospitals. The female and married respondents showed maximum turnover intentions as revealed in the Table 3.

**Correlation between Turnover Intention Scale and Turnover Intention of nurses**

The various questionnaire items listed in the turnover intention scale demonstrated high positive correlation with the turnover scale at significant levels  $P < 0.01$  as shown in the Table 4. The various questionnaire items “You want to quit your current job” showed significant high positive correlation with “You sense frustration...”. It also showed moderate positive Pearson correlation with other questionnaire items such as “You are aspirant.” and “You are interested in getting employed in jobs as per your needs”.

The other questionnaire items “You sense frustration with your current job ...” demonstrated very high positive correlation with “You want to quit job ...” as it is sacrosanct that frustration in many jobs compel the employees to take turnover intention. “You are aspirant...” and “You are interested in getting employed....” questionnaire item too revealed moderate positive correlation with all the questionnaire items of Turnover Intention Scale as depicted in Table 5. Thus, there is positive correlation between turnover scale and turnover intentions of nurses and the hypothesis 1 is accepted.



**Table 4 : Correlation between Turnover Intention Scale and Turnover Intention of nurses**

Hypothesis H <sub>1</sub>	Questionnaire item		Correlation Coefficient	Degree of Correlation
There is positive correlation between Turnover Intention scale and turnover intentions of nurses.	You want to quit your current job.		.847	High positive correlation
	You sense frustration with your current job.	Turnover Intention of Nurses	.887	High positive correlation
	You are highly aspirant in finding new better job alternatives		.722	High positive correlation
	You are interested in getting employed in jobs as per your present need		.768	High positive correlation

**Table 5 : Correlation Between Different Questionnaire Items of Turnover Intention Scale and Questionnaire Items with Turnover Intention Scale**

<i>Correlations</i>						
		You want to quit	You sense frustration	You are aspirant	Interested in job as per your needs	TIS
You want to quit	Pearson Correlation	1	.858**	.420**	.484**	.847**
	Sig. (2-tailed)		.000	.000	.000	.000
You sense frustration	Pearson Correlation	.858**	1	.515**	.525**	.887**
	Sig. (2-tailed)	.000		.000	.000	.000
You are aspirant	Pearson Correlation	.420**	.515**	1	.403**	.722**
	Sig. (2-tailed)	.000	.000		.000	.000
You are Interested in jobs as_per your needs	Pearson Correlation	.484**	.525**	.403**	1	.768**
	Sig. (2-tailed)	.000	.000	.000		.000
TIS	Pearson Correlation	.847**	.887**	.722**	.768**	1
	Sig. (2-tailed)	.000	.000	.000	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).



**Influence of Work Life Balance on Turnover Intention Scale**

The bivariate linear regression analysis is used to assess the influence of Worklife balance on turnover intention of nurses employed in government hospitals of Lucknow at 95% confidence interval. The analysis shows a good model fit:  $F(1,198) = 110.049, P < 0.05, Adj R^2 = 35.4\%$  and  $R^2 = 35.7\%$  and Beta coefficient =  $-0.598$ . This analysis demonstrated clearly that worklife balance as predictors produced the variation in the turnover intentions of employed nurses significantly by 35.4%. Thus, the hypothesis II is accepted that the worklife balance influences the turnover intention of nurses negatively.

R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
				R Square Change	F Change	df1	df2	Sig. F Change
.598 <sup>a</sup>	.357	.354	.71894	.357	110.049	1	198	.000

**Table 6: Influence of Work Life Balance on Turnover Intention Scale**

ANOVA <sup>a</sup>						
Dependent Variable: TIS						
	Sum Squares	Df	Mean Square	F	Sig.	
Regression	56.881	1	56.881	110.049	.000	<sup>b</sup>
Residual	102.341	198	.517			
Total	159.222	199				
a. Dependent Variable: Total Turnover Intention						
b. Predictors: (Constant), Worklife balance						
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
(Constant)	7.936	.212		37.346	.000	
WLB	-.710	.068	-.598	-10.490	.000	

**Table 7: Questionnaire Items of Worklife Balance with Beta Coefficient**

Questionnaire Items	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		





Constants	5.850	.305		19.189	.000
You feel satisfied present job	-.319	.054	-.513	-5.861	.000
Organisational culture promoting well being	-.021	.048	-.034	-.438	.662
Avoid attending personal celebrations	.110	.037	.163	2.986	.003
Workload affecting intentions continuing job	.046	.028	.089	1.684	.094
Welfare measures adequate balancing worklife_stress	-.128	.036	-.214	-3.564	.000
Present job compatible for your personal growth	-.104	.046	-.180	-2.279	.024
Provided timely or emergency leave to meet social and family obligations	.110	.034	.197	3.249	.001
Recreational facilities Effective easing stress	.041	.044	.065	.923	.357
Flexibility shift duties maintaining worklife balance	.088	.044	.142	2.013	.045

The questionnaire items as predictors influencing the turnover intentions of employed nurses positively are “You avoid attending...” ,“You are provided timely planned or emergency leave...” and “The flexibility in shift duties provided to maintain worklife balance” at significant levels ,P<0.05.

The questionnaire items affecting the total turnover intentions negatively at significant levels, P<0.05 are “You feel satisfied ...with job”, “You perceive the welfare measures...worklife stress”, “You find present job compatible...personal growth”, “You consider your compensation package competitive”.

The questionnaire item” You feel many a times satisfied with your present job working hours” showed highest Beta coefficient value as depicted in the Table 8. It has negative influence on turnover intention of employed nurses. If the nurses employed are not satisfied with the present job working hours, their turnover intention increases at workplace.

**Table 8: Questionnaire Items of Worklife Balance with Significant Beta Coefficient Level Influencing Turnover Intentions of nurses.**

Item no	Questionnaire Items	Beta value	Significance
1	You feel many a times satisfied with your present job working hours	-.513	.000
3	You avoid attending personal celebrations due to your work committence and workload	.163	.003
5	You perceive that the welfare measures provided at workplace are adequate in balancing your worklife stress.	-.214	.000
6	You find your present job compatible for your personal growth	-.180	.024
7	You are provided the timely planned or emergency leave to meet social and family obligations	.197	.001
8	You consider your compensation package is competitive	-.142	.035
10	The flexibility in shift duties is provided in maintaining worklife balance	.142	.045



	in your current position.		
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**Influence of demographic factors over turnover intention of nurses**

As the value of adjusted R square is negative and also the demographic parameters such as age, gender, marriage, experience and income ( $P > 0.05$ ) does not influence the turnover intention of nurses significantly as seen in Table 9.

**Table 9 : Influence of Demographic Factors over Turnover Intention of Nurses**

R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
				R Square Change	F Change	df1	df2	Sig. F Change
.132 <sub>a</sub>	.017	-.013	.90039	.017	.567	6	193	.756

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.757	6	.460	.567	.756 <sup>b</sup>
	Residual	156.465	193	.811		
	Total	159.222	199			

a. Dependent Variable: Total Turnover Intention

b. Predictors: (Constant), Experience1, Qualification1, Gender1, Maritalstatus1, Age1, Income1

		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
	(Constant)	6.167	.520		11.856	.000
	Gender1	-.089	.184	-.038	-.483	.630
	Qualification1	.085	.061	.111	1.393	.165
	Age1	-.083	.062	-.128	-1.345	.180
	Maritalstatus1	-.075	.146	-.041	-.511	.610
	Income1	-.017	.064	-.027	-.271	.787
	Experience1	.008	.047	.015	.176	.861

Dependent Variable: Total Turnover Intention

**4. DISCUSSION**

The sociodemographic characteristics reveal the most of the respondents with favorable turnover intention score was of females (82.26 %) as compared to males and of married respondents(71.5 %) which is congruent with that of study conducted in public hospitals of China(Tang et al, 2023) and the study conducted in majority of public hospitals and few private hospitals in Bangladesh (Moustaq et al ,2023).Nurses with GNM degree(41.4 % ) were mostly with turnover intention which is supported by the study in South western Rajasthan (Negi et al ,2021). As per the characteristics of



respondents, the married (82 %), diploma degree (41 %) and average aged to 31 yrs (31 %) nurses responded for participation in the study as observed in the study conducted for Malaysian nurses (Ibrahim et al, 2020).

In this study, the turnover intention percentage was exceptionally high (93 %) related to worklife balance. This is supported by the study conducted in South Korea (Son & Ham 2019) and the study conducted in Riyadh, Saudi Arabia in which 94 % of nurses reported turnover intentions in context to worklife balance (Kaddourah et al, 2018). In this study, the work life balance influenced the turnover intentions negatively and the same is demonstrated (Beta coefficient = -.598) and further is in consistent with the study conducted in Indonesia (Maharani & Tamara, 2024), (Hardjanti et al, 2017). The sociodemographic variable revealed its no influence over the turnover intentions of nurses statistically. Workload was not considered as important constituent of worklife balance by nurses and thus is contrary with other studies which showcased workload as important constituent of worklife balance which impacted the turnover intentions of nurses (Matsuo et al, 2021). The job working hours when imposed over the nurses increased the dissatisfaction level among the nurses (Beta = -.513). So mandatory overtime or extended hours of duty affects the intent of leaving the jobs by nurses (Bae, 2024). The avoiding of attending of family obligations seen in nurses which is a repercussion of unhealthy work life balance. Emergency, planned, lenient and timely leave policies was suggested for nurses to mitigate the stress at workplace (Sarila & Sandhu, 2024). Flexibility in duty shifts and family friendly policies required to maintain the worklife balance and reduced the turnover intentions among nurses (Rani et al, 2023). Many of the nurses found the working hours was incompatible for the personal growth of nurses. The welfare measures at workplace were considered important for alleviating the stress level to overcome worklife imbalance (Beta = -.214). Institutions undermining the importance of fringe benefits as welfare measures such as overtime non mandatory duty allowance, transportation allowance, free and nearby housing facilities, children education allowances, complementary meals on overtime, resting rooms in intensive units, nominating best nurse of the month, birthday celebrations etc play a miraculous role in curbing the turnover intentions among nurses by fostering an environment of worklife balance (Singh & Bundhe, 2024). Even the competitive package was a major part of worklife balance contributing to turnover intentions (Beta = -.142) in this study. It is consistent with the financial dissatisfaction with inappropriate salary package as found in China increased the turnover intent among the primary care providers (Yan et al, 2021).

### ***Recommendations***

- Recruitment of male nurses might reduce the turnover intentions of female nurses by sharing of duties at professional front.
- Flexibility of duties as implemented by the nurse manager is beneficial for lessening of turnover intentions among nurses.
- Qualitative creche care facilities near the health care organizations reduces the emotional exhaustion of nurses related to the care of their children.
- Motivation of nurses and a supportive workplace environment by approachable administrators curtails the stress among nurses to a large extent.
- Encouragement of team work and buddy system as psychological support system reduces the stress of worklife imbalance.
- Further, longitudinal study could be conducted to study the turnover intentions of nurses and how the worklife balance is impacting it.

### ***Limitations***

Since it was a cross sectional study, longitudinal study design could be planned for the employed nurses for effective outcomes.

## **5. CONCLUSION**

Although, there are various factors which certainly affects the turnover intentions of nurses but worklife balance under the umbrella of administrative, professional and personal factors affects a lot the turnover intentions of nurses. In this study, the Turnover Intention Scale being used to assess the turnover thought process of nurses and behavior's Worklife balance as a predictor statistically and significantly influenced the turnover intentions of employed nurses negatively. Hence the appropriate use of Turnover Intention Scale is proving successful to study the turnover intention which is actually implicit and therefore economically useful for health care organizations' various aspects of worklife balance could be incorporated by administrators in the planning and implementation of retention strategies for employed nurses to reduce their turnover intentions and finally turnover,



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