
IMPACT OF WORK LIFE BALANCE ON THE WELL-BEING OF PHARMACIST IN VARIOUS PHARMACEUTICAL SECTORS

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Abstract: Work-life balance (WLB) describes the ideal of splitting one's time and energy between work and other important aspects of their life. This study would benefit individuals and organizations to have a deeper understanding of the importance of a healthy balance between work and family demands and their effects on people's wellbeing and organization's performance. Quantitative research method was used, and respondents were selected through convenient sampling technique. The survey questionnaire with a Cronbach's alpha of 0.87 was distributed to 150 respondents but only 138 were returned giving an overall returning rate of 92%. From the gathered data it was found that "flexibility in time" as the most available work-life balance benefits, while "socializing and leisure activities during weekend in order to maintain family relationship" were the problem frequently experienced. However, "respondents' time needed at home" is the most conflict that interferes at work while, "work related duties" sometimes create a conflict with family activities. In conclusion, Work-life balance does not have impact on Family Satisfaction ($r=0.11953$) and Work Satisfaction (0.08541) but has minimal impact with Psychological Health (0.28).

Keywords: Work life balance, Well-being, Quantitative Research, Convenient Sampling, Pharmacist

INTRODUCTION

One of the biggest challenges for every employee is balancing family, friends, free time and career. Work-Life Balance does not mean an equal balance. It is usually unrewarding and unrealistic trying to schedule an equal number of hours for each of your various work and personal activities. Over the past few decades, Pharmacy profession has undergone significant changes in response to a rapidly changing economic, political, and social environment. In the current era of globalization, pharmacist's professional roles and responsibilities have evolved from a focus on medication dispensing to provision of clinical services. Stressful job demands along with the shortage of pharmacists have an impact on work-related outcomes such as job satisfaction and burnout. Work satisfaction of health care professionals is associated with several factors at individual and organizational level, relationships with colleagues, work environment, workload, family demands, appreciation and relationship with management.

The articulation of work-life balance has become a key feature in providing quality of life and retaining the productivity levels of an employee at the workplace, in turn improving his job satisfaction. In recent years, excessive workplace pressure has been acknowledged as a major problem for some pharmacists.



METHODS

Quantitative descriptive research was used by the researchers for thorough analysis of the results of the impact of work-life balance of the pharmacist in various pharmaceutical sectors conducted in Bulacan, Pampanga and Greater Manila Area.

Settings of the Study

The data on the results about the Impact of Work Life Balance on Pharmacists Wellbeing was acquired from the survey questionnaire that was given in Pharmacists working from various pharmaceutical sectors in Bulacan, Pampanga and Greater Manila Area. The study started from October until December 2018.

Subject of the Study

The subjects of the study are Pharmacists in various pharmaceutical sectors like community pharmacy, hospital pharmacy, manufacturing pharmacy, academe and others that works in Bulacan, Pampanga and Greater Manila Area. The respondent must be a licensed pharmacist and graduated Bachelor of Science in Pharmacy. The respondents must be in the age of 20 and above.

Data Collection

Collection of data was accomplished the following week after the distribution of the questionnaire. The researchers tallied all the information gathered for the analysis and interpretation.

Data Analysis

The researchers utilized percentage, frequency, mean and standard deviation from the data obtained. Pearson's product-moment correlation coefficient and t-test value was also used with the assistance of statistician to determine the correlation bet WLB and well-being.

RESULT AND DISCUSSION

The data gathered were thoroughly analyzed and interpreted as presented through tables and graphs. The results are presented as follows:

Demographic Profile of Respondents

Table 1. Respondents Demographic Profile

DEMOGRAPHIC PROFILE	CATEGORIES	PERCENTAGE (%)
Sex	Female	79.71
Age	20-27	78.26
Marital Status	Single	84.06
Number of Children	N/A	84.78
Ages of Children	N/A	83.33
Family Members Staying Together	3-4	40.58
House Helpers Available	None	82.61
Employment Status	Full time	97.83
Sector of Work	Community	34.78
Length of Employment	1-3 years	43.48
Usual Working Hours	8 hours	70.29
Total Travel Time	Less than 1 hour	62.32



Most of the respondent were female, single, are within the age of 20-27, does not have children and stayed together with 3-4 family members. They don't have house helpers available, working full time in a community pharmacy, employed for 1-3 years, working 8 hours a day and having less than 1 hour travel time from house going to work and going back home.

Availability of Work-Life Balance Benefits

Work-life balance benefits availability and their usage were measured using a nine-point questionnaire. The respondents were asked to specify which of those benefits are available to them and which have been or still are used by them.

Table 2. Summary of the Availability of Work-Life Balance Benefits

Indicators	f	Rank
1. Flexibility in time- e.g. part-time work, rostered hours, night/day shifts	83	1st
2. Compressed work week - e.g. working approximately 40 hours in fewer than 5 days	52	2nd
3. Flexibility to work from home using online resources.	13	6th
4. Part-time work – e.g working fewer hours than a full-time worker.	14	5th
5. Availability of on-site child-care center near the location of your workplace.	6	7th
6. Paid maternity or paternity leave.	46	3rd
7. Financial support for elder care.	20	4th

Based on the different indicators of Work Life Balance benefits shown in table 2, “Flexibility in time is the most available work life balance benefits experienced by the respondents, while on the other hand “availability of on-site child-care center near the location of your workplace” is the least available.

Work-Life Balance Problems Experience by the Pharmacists from Various Sectors

Table 3. Mean of the Indicators of Work-Life Balance Problems

Indicators	Mean	Interpretation
1. I usually work long hours now, because my post demands it.	3.01	Sometimes
2. I socialize and have leisure activities with friends and my partner/family, to maintain friendships and family relationship during weekends.	2.45	Frequently
3. I must take work home most evenings.	4.17	Seldom
4. I often work late or at weekends to deal with paperwork without interruptions.	3.88	Seldom
5. I relax and forget about work issues.	2.57	Sometimes
6. I worry about the effect of work stress on my health.	2.93	Sometimes
7. My relationship with my partner is suffering because of the pressure or long hours of my work.	4.12	Seldom



8. I'm missing out my family on my input and don't see enough of them/am too tired.	3.43	Seldom
9. I handle task beyond my job description.	2.48	Frequently
10. I have no control over the working hours and my stress level.	3.49	Seldom
Average	3.25	Sometimes

From the average data gathered, work life balance problems were sometimes encountered by the respondents. "Handling task beyond job description" and "socializing and leisure activities during weekends" were the "frequently" encountered problems as per respondents' view.

Perceived effect of Family in Work and Work in Family

Table 4. Mean Result of the effect of Family-Work Conflict

Family-Work Conflict	Mean	Interpretation
1. The demands of my family or spouse/partner interfere with work-related activities.	4.01	Seldom
2. Because of the needs of my time at home, I have set aside doing things at work.	3.80	Seldom
3. The needs of my family or spouse/partner became the reason why things I must do at work don't get done.	4.38	Never
4. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing a daily task and working over-time.	4.09	Seldom
5. Family-related strain interferes with my ability to perform job-related duties.	4.24	Never
Average	4.10	Seldom

"Respondents' time needed at home, demands of family or spouse, and home life" were the conflict concerns that seldom create conflict at work. While "the needs of family or spouse, and family-related strains" were the family issues or concerns that never affected or interfered with their work.

Table 5. Mean Result of the Effect of Work-Family Conflict

Work-Family Conflict	Mean	Interpretation
1. The needs of my work interfere with my home and family life.	3.95	Seldom
2. The amount of time my job takes up makes it challenging to fulfill my family responsibilities.	3.68	Seldom
3. Due to the needs my work puts on me, the things I want to do at home do not get done.	3.73	Seldom
4. My work produces strain that makes it difficult to fulfil family duties	3.79	Seldom



5. My work-related duties make me to change my plans for family activities.	3.22	Sometimes
Average:	3.67	Seldom

According to the respondents, work related duties sometimes create a conflict with family activities. However, the majority of the work issues or concerns seldom create conflict or interfere with family plans or activities. Thus, work concerns/issues of pharmacists in various sectors do not create a big impact on family activities.

Respondents Wellbeing

Table 6. Measure of Respondents wellbeing in terms of Family Satisfaction

Family Satisfaction	Mean	Interpretation
1. Open communication with family members.	2.13	High Extent
2. Love and belongingness that fulfilled by interaction with family.	2.04	High Extent
3. Leisure activities spent with family.	2.42	High Extent
4. Contentment in family-life.	2.08	High Extent
5. Achievement of the important things in family life.	2.11	High Extent
Average	2.16	High Extent

As transpired in the survey, the time spent doing leisure activities spent with the family, the respondents' contentment in their family life, the achievement of the important things in family life, open communication with family members, and the love and belongingness that fulfilled by interaction with family contributed to their family satisfaction to a high extent.

Table 7. Measure of Respondents wellbeing in terms of Work Satisfaction

Work Satisfaction	Mean	Interpretation
1. Open communication and connection to co-workers in the company.	2.24	High Extent
2. Feeling of happiness and satisfaction in work.	2.41	High Extent
3. Opportunities for learning and growth.	2.36	High Extent
4. Good salary, equitable rewards, and benefits.	2.59	High Extent
5. Appreciation and recognition within the company/organization.	2.51	High Extent
Average	2.42	High extent



The table above shows a mean average of 2.42 in the respondents works satisfaction which was interpreted as high extent. This means that respondents were satisfied with their overall feelings about their work.

Table 8. Measure of Respondents Wellbeing in Terms of Psychological Health

Psychological Health	Mean	Interpretation
1. Enjoyment in normal day-to-day activities and ability to face problems.	2.30	High Extent
2. Feeling of optimism as a worthy person.	2.24	High Extent
3. View on the bright side of life and feeling in control.	2.14	High Extent
4. Calmness even when under considerable pressure.	2.31	High Extent
5. Ability to make a mental effort even when tired.	2.28	High Extent
Average	2.26	High Extent

Based on data above, the respondents have a High extent of Psychological Health. This means that respondent has a satisfactory level of emotional and behavioral adjustment.

Comparison of Family-Work Conflict and Work-Family Conflict

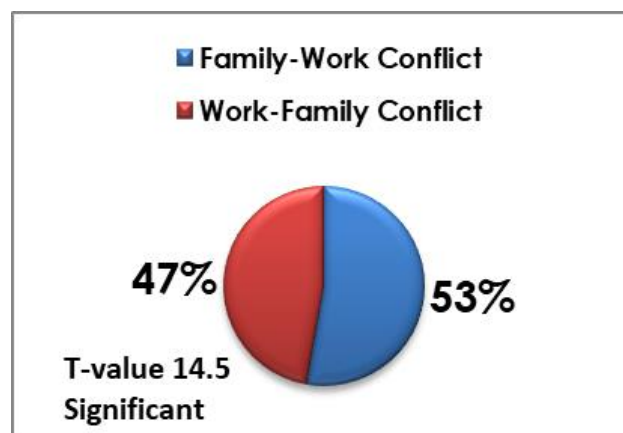


Figure 1. Comparison of Family-Work Conflict and Work-Family Conflict

According to the results of the t-Test, there is a significant comparison between the effect of family in work conflict and work in family conflict. This signifies that both variables affect each other; the work affects the family vis-à-vis the family affects the work.

Statistical Analysis of Data

The relationship of the Work-life balance and Family Satisfaction was examined using the Pearson's product-moment correlation coefficient. There is statistically negligible correlation between the two variables in which one variable increases as the other decreases, $r = 0.11953$, which indicates that the less Family-



Work conflict and Work-Family conflict is experienced by individuals the high extent of satisfaction they are with their family lives (see Figure 2).

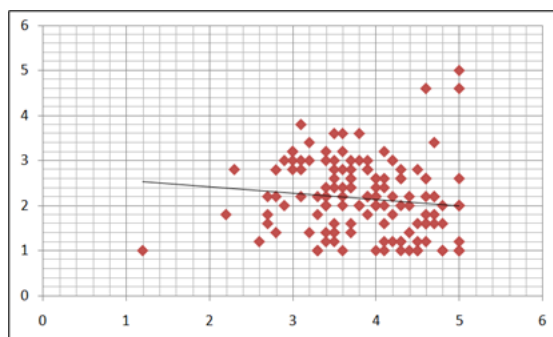


Figure 3. Work-life Balance and Family Satisfaction Pearson Correlation

The relationship of the Work-life balance and Work Satisfaction was examined using the Pearson's product-moment correlation coefficient. There was statistically negligible correlation between the two variables in which one variable increases as the other decreases, $r = 0.08541$ which indicates that the less Family-Work conflict and Work-Family conflict is experienced by respondents the more satisfied they are with their work (see Figure 4).

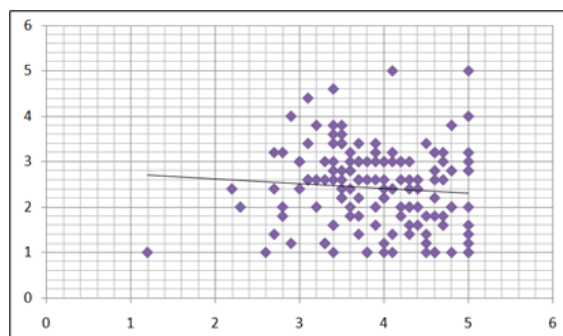


Figure 4. Work-life balance and Work Satisfaction Pearson Correlation

The figure below shows the relationship of the Work-life balance and Psychological Health that was examined using the Pearson's product-moment correlation coefficient.

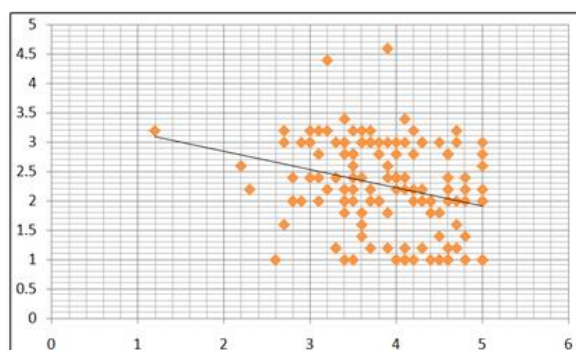


Figure 5. Work-life balance and Psychological Health Pearson Correlation



There is statistically low correlation between the two variables which means that they vary together and has a minimal relationship, $r = 0.28$, which indicates that the Work-life balance is one of the factors that contributes to the Psychological Health of the respondents.

CONCLUSION

Based on the findings of the study, “Flexibility in time” is the most available work-life balance benefits experienced by the respondents aided in achieving work-life balance. Work life balance does not have impact on family satisfaction and work satisfaction, but it has impact on psychological health.

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