



ALTERNATIVE WORK MODELS FOR WORK-LIFE BALANCE WITH REFERENCE TO YASHODA HOSPITALS

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ABSTRACT: The enhancement of organizational productivity, employee satisfaction, and overall well-being through work-life balance is a developing concern in high-stress industries such as healthcare. The objective of this investigation is to evaluate the influence of various work models on the non-clinical personnel of Ashoka Hospitals. These models encompass job sharing, shift rotation, remote or hybrid work, shortened workweeks, and more flexible scheduling. The "work-from-hospital" concept is a groundbreaking innovation that enables patients' loved ones and caregivers to continue their responsibilities even when they are not physically present at the hospital. The findings indicate that even though patient care necessitates a consistent on-site presence, staff satisfaction and fatigue are significantly enhanced by systematized flexibility and planned scheduling. The findings indicate that a corporate culture that is more trustworthy and accountable, as well as greater morale and employee retention, is the result of a combination of healthful work environments and diversified work schedules. Hospitals can reap the long-term benefits of personnel strategies that are clearly defined and well-communicated, as they can satisfy both operational objectives and employee requirements.

Keywords: *Work-life balance; Employee well-being; Flexible work arrangements; Non-clinical healthcare staff; Job sharing; Shift rotation; Remote and hybrid work;*

1. INTRODUCTION

Online, hybrid, flextime, and job-sharing arrangements are revolutionizing the traditional workplace, allowing employees to have greater control over the timing, location, and duration of their workdays. Employees are no longer restricted to a 9-to-5 schedule; they are now able to customize their workdays to meet their personal requirements, both at work and at home. This flexibility enables employees to achieve a more harmonious work-life balance by reducing tension, boosting morale, and concentrating more effectively.

Another area in which these models excel is fatigue reduction. Organizations can enhance productivity and motivate their employees by enhancing their time management abilities. There is a transition from mandatory attendance policies to performance-based policies, which emphasize actual results and contributions rather than mere presence. Employees are concurrently motivated to enhance their professional and personal lives by being granted increased autonomy and accountability in their personal lives.

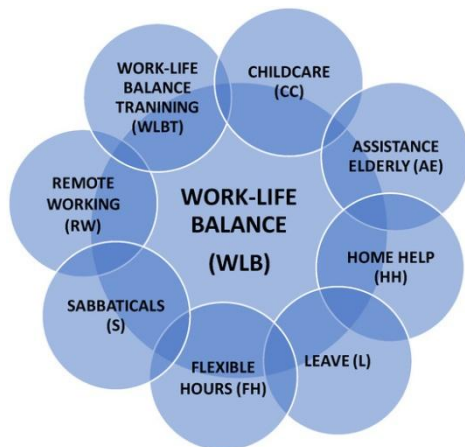
Traditional work arrangements are not always sufficient to meet the requirements of contemporary, fast-paced enterprises.



The expectation that individuals will be physically present at work every day is incongruous with the fact that they have a plethora of responsibilities in the present day. As a result, a variety of alternative work models are gaining popularity as a means of increasing output, cooperation, and satisfaction.

By instituting policies such as job sharing, flexible scheduling, remote or hybrid work arrangements, and shorter workweeks, organizations can cultivate healthier work environments. Companies report increased engagement, productivity, and talent retention rates, while employees report improved health, job satisfaction, and reduced fatigue. These strategies are indispensable to contemporary workplace strategies, as they enable organizations to prioritize employee welfare while maintaining their competitiveness.

2. WORK-LIFE BALANCE PRACTICES



Work-Life Balance Training (WLBT)

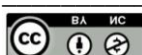
Training facilitates the optimal utilization of adaptable alternatives. These courses offer a wide range of topics, including tension management, boundary setting, meeting organization with superiors, and scheduling. The WLBT program instructs

its students on the development of resilience and the management of trauma through the implementation of self-scheduling and rostering systems. Remote work and flexible scheduling are more prevalent among WLBT grantees than among non-recipients.

Childcare (CC): The objective of numerous childcare assistance programs is to facilitate the coordination of personal and professional responsibilities for working parents. These initiatives provide emergency backup care, on-site childcare, and subsidized daycare. Nursing and other shift workers are required to work extended hours, including weekends and evenings. However, they can still allocate time for their families by investigating alternative child care options. Three methods by which childcare promotes equity are tardiness reduction, absenteeism reduction, and caregiver attrition reduction. This illness is more prevalent among women and primary caregivers.

Assistance for Elderly (AE): Even though it is frequently disregarded, the fact that individuals require assistance in caring for their children is implicit in the act of assisting an elderly relative. The policy provides eldercare providers with recommendations, flexible appointment scheduling, paid leave, and collaboration with caregivers. Assisting the elderly reduces employee turnover and long-term tension, which is particularly advantageous for healthcare professionals who are also responsible for caring for elderly parents or relatives.

Home Help (HH): Home assistance encompasses a variety of practical domestic services, including meal delivery, housekeeping, laundry, and concierge services. In order to increase your personal





time, reduce tension, and increase your energy for both work and leisure, it is recommended that you reduce your level of housekeeping. This is of the utmost importance following a lengthy or late duty at the hospital.

Leave (L): Employees will have the opportunity to take time off work to care for ailing family members, recover, or even become parents, thanks to the generous leave policy. Hospitals can offer patients frequent and substantial leave in order to reduce absenteeism, demonstrate their commitment to patient care, and reduce fatigue. In order for leave policies to be effective, they must be uncomplicated and not cause any complications.

Flexible Hours (FH): Scheduling options that enable self-employment, shortened workweeks, part-time work, staggered start times, and flexible hours are necessary to achieve a harmonious equilibrium between one's personal and professional lives. In healthcare environments, a variety of perspectives are present, including the autonomy of clinical staff to work shifts, the possibility of senior staff working part-time, and the flexibility of "core" hours. The agency and the justice system both benefit from scheduling flexibility in an open and honest manner.

Sabbaticals (S): Sabbaticals and a variety of paid or unpaid leave provide individuals with the opportunity to recharge, assist others, or concentrate on their personal requirements. Sabbaticals are a valuable opportunity for medical professionals to advance their careers by dedicating time to academic pursuits and research, and by taking time off from practice. Additionally, they establish a straightforward renewal strategy that may

assist employees in maintaining their employment.

Remote Working (RW): This trend is primarily affecting non-healthcare workers; however, it is also resulting in an increase in remote employment opportunities for telehealth physicians and certain clinical documentation positions. This trend is apparent not only in healthcare but also in administration, invoicing, HR, and teleconsultation. With remote options and flexible scheduling, hospital stays can be rendered less disagreeable and travel time can be diminished. Efficient team communication, confidentiality, and treatment continuity are of the uttermost importance when providing medical treatment remotely.

Interactions and synergies: The components are in perfect harmony. At WLBT, employees are encouraged to work remotely and have the option of flexible scheduling. Flexible scheduling and child care are the most effective combinations for shift management. In the long term, sabbatical and leave policies have the potential to enhance employee retention, while temporary home support can assist employees in managing the tension of their daily work. These synergies are illustrated by the overlap in the diagram.

3. LITERATURE SURVEY

Bloom, N., Han, R., & Liang, J. (2021) This research on hybrid work arrangements was conducted using a survey that was completed by more than 30,000 employees from a variety of industries. According to the investigation, the quality of life was improved as a result of the reduced tension and commute times



associated with working from home two or three days per week.. The mental and emotional well-being of individuals who work hybrid schedules is enhanced as a result of improved family time.

L. M., & Kelleher, C. (2022) The objective of this paper is to illuminate the correlation between flexible work arrangements and their impact on the employment market and the ability of employees to maintain a healthy work-life balance. Flexible workspaces and scheduling enable employees to achieve a more harmonious work-life equilibrium. The employees' engagement was maintained by the high performance requirements and continuous connectivity.

T. D., Merlo, K., Lawrence, R. C., Slushy, J., & Gray, C. E. (2023) The paper primarily focused on the methods of boundary management in hybrid and remote work environments. When employees consciously established psychological and temporal boundaries, both workplace satisfaction and conflict reduction were improved. There was an increase in anxiety and exhaustion as a result of the lack of boundaries. The extent to which managers could impose constraints was directly proportional to the extent to which workers adhered to established protocols and acted appropriately.

P., Borough, C., & Larson, B. Z. (2024) Employees reported that they experienced reduced anxiety, had more enjoyable family time, and found their commutes to be more enjoyable. Although these advantages were present, the challenges of interacting with individuals from different time zones and being alone were significant. By employing this approach,

organizations can enhance their efficiency and access talent pools worldwide.

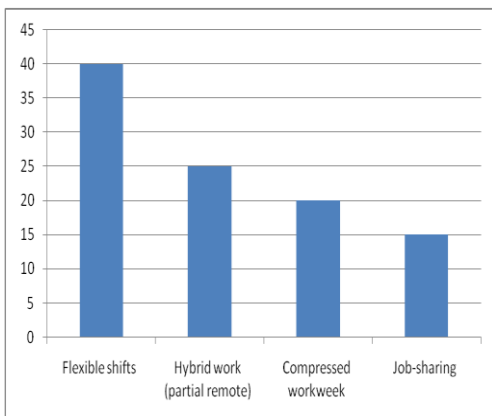
Chung, H., & van der Lippi, T. (2025) The motivation for this research was to determine the extent to which the acceptance of flexible work hours is influenced by the cultures of the companies. Employees in cultures that prioritize boundaries may achieve a more harmonious equilibrium between their professional and personal lives by adopting a more adaptable approach. Adaptability led to increased tension and longer workdays in less productive environments. The burden of balancing work and family life can be alleviated by a more harmonious society, which can lead to increased happiness. Confidence, support from superiors, and precise instructions were essential.

4. RESULTS

1. What ways do you believe that different professions facilitate the attainment of a healthy work-life balance?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Flexible shifts	40	40%
2	Hybrid work (partial remote)	25	25%
3	Compressed workweek	20	20%
4	Job-sharing	15	15%
TOTAL		100	100%

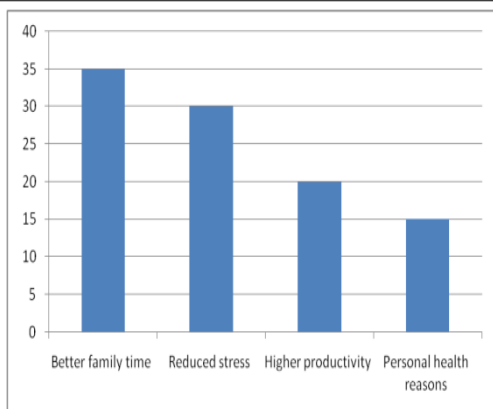




INTERPRETATION: Nearly 40% of employees would prefer additional flexibility in determining their work hours. We then have hybrid labor agreements, which account for approximately 25% of the total. Alternative work schedules that have failed to yield the intended results include workweek reductions (20%) and job searching (15%).

2. What are the potential advantages for patients of the flexible hours provided by Yashoda Hospitals?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Better family time	35	35%
2	Reduced stress	30	30%
3	Higher productivity	20	20%
4	Personal health reasons	15	15%
TOTAL		100	100%

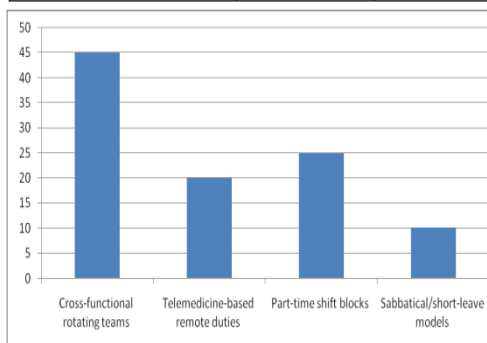


INTERPRETATION: According to employees, the most significant benefits are increased time with family (35%) and

reduced tension (30%). Their decision-making is significantly influenced by both productivity (20%) and well-being (15%).

3. Which of these diverse hospital operations would produce the most favorable outcomes?

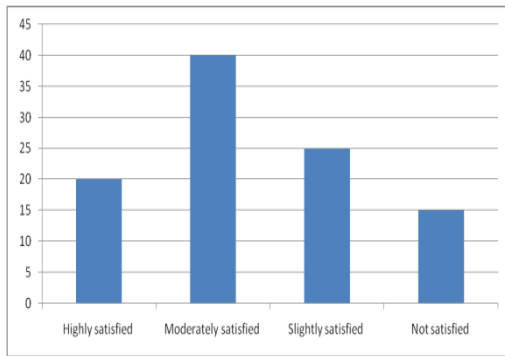
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Cross-functional rotating teams	45	45%
2	Telemedicine-based remote duties	20	20%
3	Part-time shift blocks	25	25%
4	Sabbatical/short-leave models	10	10%
TOTAL		100	100%



INTERPRETATION: Moving teams that collaborate across functional areas emerged victorious, garnering 45% of the vote. 25% of the total is comprised of blocks of part-time employment. Sabbaticals or other brief periods of absence are utilized by only 10% of employees. Approximately 20% of individuals employed in telemedicine-related industries operate from the convenience of their homes.

4. Are you satisfied with the work-life equilibrium at Yashoda Hospitals?

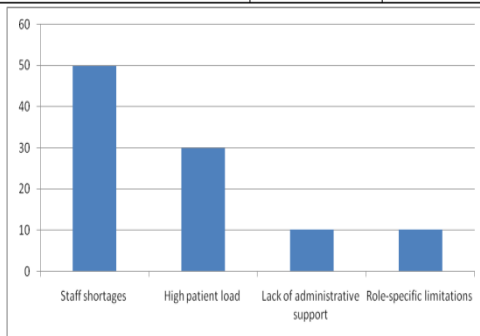
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Highly satisfied	20	20%
2	Moderately satisfied	40	40%
3	Slightly satisfied	25	25%
4	Not satisfied	15	15%
TOTAL		100	100%



INTERPRETATION: The research revealed that only 25% of employees are content, while 40% are only mildly optimistic. Thirty percent of employees are dissatisfied with their occupations, while ten percent are content.

5. What is the most significant obstacle to the establishment of flexible work arrangements?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Staff shortages	50	50%
2	High patient load	30	30%
3	Lack of administrative support	10	10%
4	Role-specific limitations	10	10%
TOTAL		100	100%



INTERPRETATION: The primary concern regarding flexible work hours, according to half of the respondents, was personnel issues. Second place is achieved by nearly one-third of patients. Role-based limitations and a lack of administrative support are the root causes of 10% of all issues that require resolution.

5. CONCLUSION

In the present day, businesses should prioritize diverse employment models because they assist employees in achieving a more satisfactory work-life balance and give them more flexibility in the manner and timing of their tasks. Telecommuting, hybrid work arrangements, and flexible scheduling are effective strategies for reducing tension, reducing commute times, and improving job satisfaction. With compact and varied schedules, employees are able to prioritize their personal objectives, families, and health, and their time management is improved. In addition to enhancing mental health and reducing the risk of exhaustion, these strategies can also increase morale, productivity, and retention with minimal effort. A more engaged and productive workforce, which is cultivated by an accountability- and trust-based culture, leads to improved business outcomes. In order for alternative work models to be successful in meeting the requirements of a diverse workforce and being profitable for businesses and their employees, it is essential to have clear policies, open communication, and thorough planning.

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