

Work Life Balance and Turnover Intentions of Nurses in Private Healthcare Sector: The Mediating Role of Organizational Commitment

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Abstract

The present paper reports on a study of the relationship between Work Life Balance (WLB) and turnover intention along with the mediating role of organizational commitment among nurses in Tricity (Chandigarh, Panchkula, Mohali). The data for this study were collected from 421 nurses working in private hospitals of Tricity. The PLS-SEM technique was used for data-analysis. The result of the study indicated that organizational commitment fully mediated the relationship between work life balance and turnover intention. Although, the direct impact of work life balance on turnover intentions was non-significant, its indirect effect through organizational commitment was significant. One of the implications of these findings is that healthcare organizations should promote WLB and OC to retain employees by reducing their turnover intentions. The findings of the study suggest that hospital administrators and supervisors should promote employee engagement by creating a culture of open communication, recognizing, and rewarding employee contributions, and facilitating opportunities for professional development. Furthermore, WLB can be nurtured if organizations can support family-friendly policies, positive work environment, and flexible working schedules.

Key Words

Healthcare sector, Nurses, Organizational commitment, PLS-SEM analysis, Turnover intention, Work life balance

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