

ALTERNATIVE WORK MODELS FOR WORK-LIFE BALANCE AT YASHODA HOSPITALS

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ABSTRACT: Work-life balance has emerged as a major concern in labor-intensive industries such as healthcare, where it influences organizational performance, job satisfaction, and employee wellbeing. This research looks into the implementation and outcomes of alternative work models at Yashoda Hospitals, a renowned multispecialty medical facility. We look at the effectiveness of various work models, including as shift rotation, job sharing, flexible scheduling, shorter workweeks, and remote or hybrid arrangements for non-clinical workers, in lowering weariness and increasing employee satisfaction. The research also discusses Yashoda Hospitals' revolutionary "work-from-hospital" program, which allows patients' family members and caregivers to continue working while in the hospital. The findings show that, while hospital operations require a high level of on-site presence, work-life balance may be significantly improved without sacrificing service quality by implementing current scheduling approaches and structured flexibility. According to the report, using alternative work models in medical contexts can boost employee morale, increase retention, and foster a more sustainable and healthy working culture.

Keywords: *Remote Work, Flexible Working Hours, Hybrid Work Model, Work-Life Integration, Telecommuting, Compressed Workweek, Job Sharing*

1. INTRODUCTION

Alternative work models, such as job sharing, remote work, flextime, and hybrid work, provide flexible work arrangements that go beyond the standard 9-5 workweek. These techniques help employees strike a healthy balance between their working and personal life, as well as reduce stress, increase contentment, and focus their attention. This is accomplished by giving workers greater control over the scheduling, location, and length of their workweek. This is beneficial in today's fast-paced world since it reduces weariness and increases productivity. These methods give participants greater flexibility by shifting the emphasis from rigid attendance to outcomes. They help to build a more engaged and balanced workforce while also meeting a number of other needs, such as personal development and family support. The present fast-paced, ever-changing work environment makes it more difficult for employees across all industries to achieve a healthy work-life balance. Traditional labor methods, which rely primarily on set hours and physical presence, usually fail to fulfill the needs of a modern workforce with varied lifestyles. As a result, alternative work models have arisen as successful techniques for promoting employee health and work-life balance.



Alternative work models include flexible scheduling, remote and hybrid work, shorter work weeks, job sharing, part-time roles, and results-driven environments. These approaches assist employees to better manage their personal and professional life by giving them more control over the scheduling, location, and manner of their work. Businesses that use these tactics claim more productivity, less employee weariness, happier employees, and better talent retention.

Contemporary businesses are progressively implementing alternative work models into their operations as a result of changing employee expectations, the incorporation of new technologies, and the increased emphasis on mental health. Businesses are constantly looking for ways to prioritize their staff and maintain their competitive advantage. One way to accomplish this is to provide innovative and flexible work arrangements, which can contribute to the creation of healthy, productive, and long-term work environments. Employing a diversity of work models not only boosts motivation and engagement, but it also helps people find a healthy balance between their personal and professional life. Employees are better able to balance their personal and professional life, and hospitals benefit from improved performance, lower turnover rates, and a more positive working atmosphere. To summarize, alternative work models are a strategic strategy to ensuring that the company's aims and its employees' health are aligned, allowing for the long-term delivery of sustainable healthcare. Work-life balance is a concept used to define the balance between one's personal and professional lives. An individual's labor can be influenced by a range of things, including family, hobbies, and health. Work-life balance is a reciprocal idea; personal life can interfere with work, and vice versa. This interaction or balance can be beneficial (e.g., work-life enrichment) or negative (e.g., conflict). According to recent studies, the work-life interface has become more permeable, especially for those with access to technology.

2. REVIEW OF LITERATURE

Spurk, D., & Straub, C. (2021): This research looks at how flexible employment arrangements, such as contract work, remote work, and part-time work, affect employees' career paths and work-life balance. Spurk, D., and Straub, C. The authors discovered that flexible arrangements improved work-life balance by boosting perceived autonomy and control over work schedules, as indicated by survey data from professionals across multiple industries. Employees indicated that when corporate policies encouraged flexibility, their lifestyles improved and conflicts between work and family were decreased. Nonetheless, contract-based work instability had a negative influence on the psychological well-being of some individuals. Open communication and managerial assistance were found to have an impact on the link between employee well-being and flexibility. The paper underlines the importance of achieving a balance between job security and flexibility.

L. M., & Kelliher, C. (2022): The L. The M. In conjunction with Kelliher, C. (2022) This article investigates the relationship between job intensification and flexible work schedules, as well as their impact on work-life balance. According to the research, which included data from employees across multiple industries, flexibility improved work-life balance by boosting employees' perceived control over the timing and location of their work.



Nonetheless, flexible employment resulted in more difficult work due to higher performance requirements and regular communication among employees. Employees found it difficult to stop working, causing emotional stress. The negative impacts were mitigated by the strengthening of managerial trust and leadership.

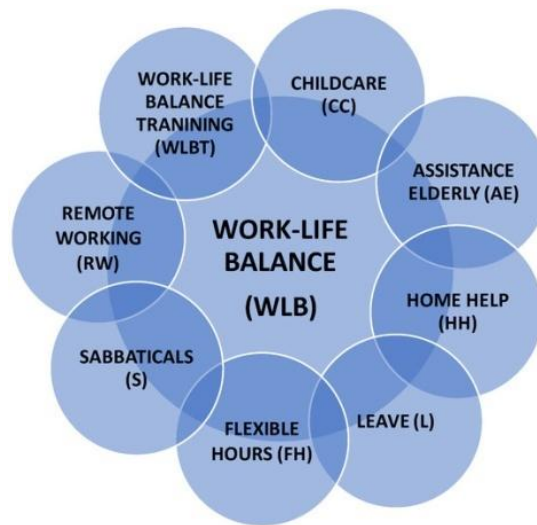
Kossek, E. E., & Lautsch, B. A. (2023) : This research looks at how post-pandemic work-life flexibility programs affect employees' well-being and work-life balance. The authors use organizational behavior research to look into the impact of hybrid models, flexible scheduling, and remote employment. The findings indicate that employees who were given access to flexible work arrangements reported feeling less stressed and having better psychological well-being. Nonetheless, people in less flexible positions felt that the situation was unfair because they did not have the same level of flexibility. Organizations with inclusive, adaptive policies demonstrated the best work-life balance benefits. Supervisors' views regarding flexibility had a significant impact on employee perception.

Chung, H., & van der Lippe, T. (2024) : Chung, H., and van der Lippe, T. This research looks into the effect of company culture on the relationship between work-life balance and flexible work schedules. The authors discovered that flexibility improved work-life balance only when company cultures supported work-life boundaries, as indicated by survey data from employees across several nations. In high-stress societies, flexible employment resulted in longer work hours and increased stress. Employees in supportive communities reported feeling better overall and finding it easier to balance their job and family duties. The research emphasizes the need of supervisor support, trust, and norm establishment in flexible work situations. Employees' ability to take advantage of flexibility varied according to their gender and caregiving commitments. The findings suggest that business culture is an important mediator in determining the efficacy of alternative work paradigms. The authors claim that in order to improve work-life balance, flexibility must be combined with the development of cultural practices.

Eurofound (2025): In this Eurofound (2025) essay, the author looks at creative work patterns that are gaining acceptance in the digital age, such as platform-based employment, hybrid work, and shorter workweeks. It also looks into the impact of these novel working practices on work-life balance. The poll results show that when people work hybrid jobs or shorter workweeks, they have more time for their hobbies and family. Nonetheless, platform labor provides variable results because of the irregular nature of remuneration and hours. While digitization has increased adaptability, it has also intensified the difficulty of separating between personal and professional life. Research has demonstrated that rules allowing employees to disconnect significantly improve their health and well-being and reduce burnout. Men and women had different perspectives of how flexibility improves work-life balance, indicating the need for more inclusive workplace policy. The data clearly shows that employee health and satisfaction are dependent on the application of effective labor laws and business policies. Working in a variety of ways can help people achieve a more harmonious balance between their personal and professional life, as long as the necessary legal and organizational structures are in place, according to the research.



3. COMMON WORK-LIFE BALANCE PRACTICES



Work-Life Balance Training (WLBT)

Training can help people learn the skills they need to effectively adopt flexible options. These classes teach you how to set limits, prioritize projects, manage your time, minimize stress, and communicate with your supervisor about your calendar. WLBT also offers advice on how to use rostering and self-scheduling methods in institutions, how to build resilience, and how to deal with unpleasant events when they arise. Individuals who receive training are better able to understand and apply new restrictions (for example, individuals who participate in WLBT are more likely to benefit from remote or flexible work arrangements).

Childcare (CC)

Parents can better manage their schedules with emergency fallback care, childcare subsidies, and on-site daycare. Shift workers and nurses can work extended hours, weekends, or nights without disturbing their families provided they are aware of the availability of daycare. Childcare is crucial because it promotes equity and lowers caregiver turnover, tardiness, and absenteeism. Women and primary caregivers are the main recipients.

Assistance for Elderly (AE)

Elder care regulations are similar to those for childcare, despite the fact that they are commonly overlooked. Some examples of policies include services that help people find eldercare, paid time off for caregivers, flexible appointment scheduling, and collaborations with care providers. Many hospital professionals work in "sandwich" jobs, caring for both elderly parents and small children. As a result, eldercare help reduces the likelihood of people leaving their jobs and relieves long-term stress.

Home Help (HH)

Home help can take the form of hands-on assistance with domestic activities including cleaning, meal delivery, laundry, and concierge services, as well as cash payments for these services. Reducing the amount of labor you do at home can help you save physical and mental energy for both work and relaxation. This is vital after extended or overnight hospital tasks since it speeds up recovery and lowers weariness between shifts.

Leave (L)



A comprehensive leave policy includes medical leave, paid parental leave, paid caregiver leave, and paid time off for recuperation. The hospital's concern is evident in the provision of scheduled and prolonged leave, which supports in patients' recovery from burnout and lowers presenteeism (working while sick). Leave for work must be easy and stigma-free.

Flexible Hours (FH)

Flexible hours, such as flextime, delayed start dates, part-time choices, compressed workweeks, and self-rostering, are critical for combining work with life's unexpected occurrences. This could include creating part-time clinical tracks for senior staff, making it easier to switch shifts in a clinical setting, or establishing "core" hours with flexible start and finish dates. When performed clearly, flexible scheduling gives individuals more flexibility and a sense of justice.

Sabbaticals (S)

People can take extended periods of paid or unpaid leave, known as sabbaticals, to learn, heal, or care for others. Sabbaticals can help physicians and nurses relieve exhaustion, learn new skills through research or courses, and even extend their careers by setting a clear path to renewal

Remote Working (RW)

The majority of non-clinical employees work remotely, including those in telemedicine, human resources, invoicing, and administration. However, it is becoming increasingly important for clinical documentation specialists and telemedicine practitioners. Remote options reduce medical stress and travel time. Furthermore, they can be used in conjunction with adaptive scheduling. Nonetheless, it is critical to protect patient privacy, assure treatment continuity, and maintain efficient team communication when doing medical procedures remotely.

Interactions and synergies

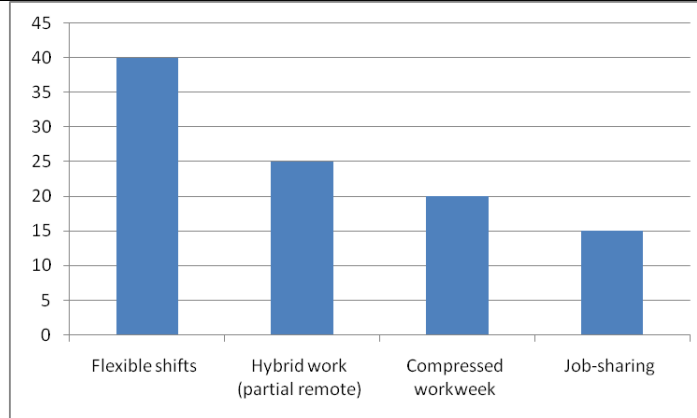
Together, these factors strengthen one another. For example, WLBT facilitates the use of remote work and flexible hours; childcare and flexible hours facilitate shift work; leave and sabbatical paths encourage long-term employee retention; and short-term home help reduces daily stress.

4. DATA EXAMINATION AND RESULTS

1. Which work paradigm do you believe is most successful for helping you manage your personal and professional lives?

| 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% |

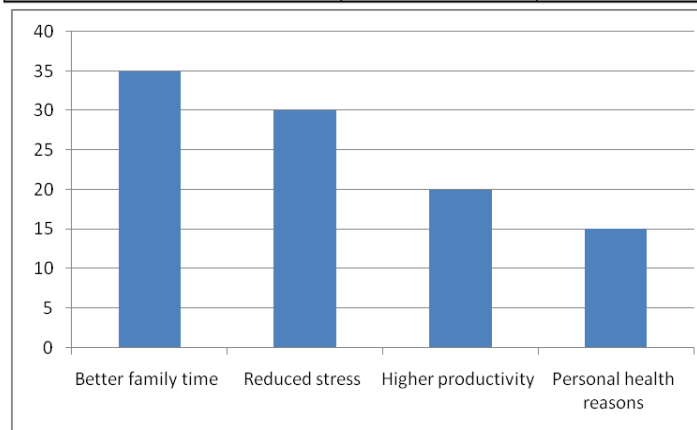




According to the report, the majority of workers (40%) prefer flexible schedules, while 25% want to work in a hybrid setting. Job-sharing (15%) and reduced workweeks (20%) are less common but nonetheless viable alternatives to standard work arrangements.

2. What features of Yashoda Hospitals' flexible schedule do you find appealing?

| 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% |

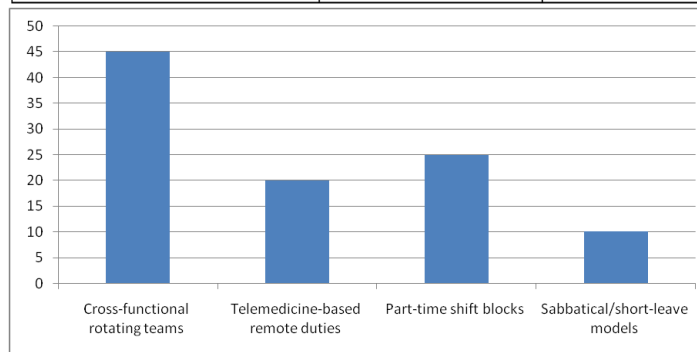


According to the findings, the biggest benefits are greater time spent with their families (35%) and a reduction in tension (30%), as assessed by employees. Personal health (15%) and greater productivity (20%) are also substantial influences on employee preferences.

3. Which alternative work paradigm do you think is best suited for hospitals?



| 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% |



According to the research, cross-functional rotating teams were the most popular option, with 45% of respondents choosing them. Part-time shift groups are placed second at 25%. While just 10% of people take a sabbatical or temporary leave of absence, 20% use telemedicine to work from home.

5. CONCLUSION

In conclusion, diverse work models are required to promote a positive work-life balance in modern firms. These strategies improve employees' ability to balance their personal and professional life. Flexible hours and the opportunity to work from home are two possibilities for reducing stress and saving time while traveling. Compact and hybrid work schedules improve job satisfaction and time management. These activities improve staff motivation and overall productivity. Furthermore, they protect against weariness and maintain mental health. Employers benefit from their employees' increased dedication and engagement. Alternative work models help to foster a positive company culture based on accountability and trust. They help to address the needs of people at various phases of life. Planning ahead and having supportive management are critical to success. These work arrangements become more durable when there are clear norms and open lines of communication.

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