

Work-Life Balance and Mental Well-Being of Far North Luzon General Hospital and Training Center Employees

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ABSTRACT

This study examines the degree of work life balance and level of mental well-being of Far North Luzon General Hospital and Training Center (FNLGHTC) employees, including the demographic characteristics that are significantly affecting the Work Life Balance and Mental Well-Being of employees. The descriptive method of research is used which describes the characteristics of the population and the relationships between independent, dependent and moderator variables. Data were collected through survey questionnaires and using Likert scales administered to a stratified random sample of the healthcare facility's employees including different divisions such as Medical, Nursing, Hospital Operations and Patients Support Service (HOPSS), Finance and Office of the Medical Center Chief (OMCC). The findings revealed that healthcare workers maintain moderate to high level of work life balance and mental well-being which implies there are still rooms for improvement on the WLB and MWB of FNLGHTC employees. It recommends that FNLGHTC should encourage employees to improve their time management strategies, offer better and flexible work time arrangements if possible to have better work life balance and provide additional support and resources to manage employees mental well-being such as mental health workshops, learnings, programs or activities to reduce and manage their stress from work, evaluate and amend policies in line with a healthy WLB & MWB and address further studies in exploring the factors contributes to work life balance and mental well-being of employees including investigations on the impacts of work environments, job demands and even social support on employees well-being and evaluating the impacts and effectiveness of wellness programs and activities.

Key Words: Work Life Balance, Mental Well-Being, Time Management, Healthcare workers

1. INTRODUCTION

In an Era of rapid change on cost of living the most essential thing to people is to earn money to have sufficient fund in allocation for their family's needs and wants in maintaining their lifestyle. In this manner, people choose a profession wherein they can secure a higher income relating to employees that work in a hospital setting despite the fact that healthcare workers have [1] emblematic exhausting, time consuming and all-around workload.

Globally healthcare workers according to Boniol, et. al [2] are significantly affected by quality and imbalance

of work-life and mental well-being. In some research, [3] work-life balance is a major concern affecting wellness of an individual, [4] as mental health influences the work productivity and sustainability of the workplace.

Work-life of healthcare providers including balancing between workloads, time management for professional responsibilities and personal obligations are challenging. According to various studies, imbalance of work-life [5] most likely to arise in distinctiveness of personal life or stress/burnout in work life. In addition, a study in United States of America and Switzerland stated that [1, 6, 7] stress/burnout to healthcare workers is a main reason of clinical depression, anxiety, poor productivity and low individual achievements that affects [8] the quality of patient care as well as the job satisfaction, job motivation and support from working environment of healthcare providers. Furthermore, [9] the study conducted in Saudi Arabia specified that increased in workload and dealing with stress is associated with negative patient outcome and more likely to increase the number of unsatisfied patients. Also some studies conducted in [10,11, 12] Denmark, Finland, Norway and Sweden addressed the issue on unforthcoming working hours that is enclosed with workloads are contributing to negative occupational health of employees and their emotional intelligence.

Hospital employees who are experiencing burnouts can have a serious impact on mental health [13] that is a growing agony around United States. [14, 15] Globally, the mental health problems are affecting the behavior of healthcare workers is inevitable but workers persist to remain on their job due to increasing financial burdens. [7] In support a study in Switzerland healthcare workers are commonly experiencing mental health issues due to exposure of mental risk factors including work demands, time pressure, personal needs and others.

In connection to various studies, Filipino healthcare workers are no exemption in living through with unhealthy work life balance and difficulties in addressing mental health issues at work. [16] According to Sianquita, et al. who conducted a study in a hospital at Batangas City making time for family, friends, community involvement, personal development and other activities requires a daily commitment, alongside the responsibilities of work are somewhat factors enable employees to smoothly seek a lifestyle that is more balanced.

The researcher that is working at Far North Luzon General Hospital and Training Center (FNLGHTC) observed that plenty of employees are facing challenges in balancing their work and life due to different factors such as pressure, stress, burnouts, extra workloads, alternating shift cycle, limited personal time, overtime and other stuffs which also affects their mental well-being. For workers who are directly providing healthcare service to patients, they take full responsibility on the lives of their patients which cause them additional stress, sleep disturbance and disrupted body clock when working night shifts. [17] In support, a study in Tacloban City stated that the heavy nurse-to-patient ratio increases the pressure on front liners in providing quality health care service to patients which cause them additional time at work to fulfill all of their workloads instead of spending time with their families and do other personal obligations. In addition, the researcher also observed the unpleasant behavior towards patient by front liner workers when dealing with large number of patients every day in need of medical service [18] Moreover, a study in Zamboanga City widens states that front liner's attitude towards patients is an outcome of mental health issues the employees are facing due to stress, burnout, pressure at work and work environment including colleagues and other circumstances. Significantly, [19] the study of Villaroman, et al in Nueva Ecija describes the effect of these

circumstances of distress to healthcare provider in overcoming various obstacles at work which typically affecting the physical and emotional well-being of the workers and its negative effects to their physical and professional conditions in providing healthcare service effectively and efficiently.

The researcher as a non-clinical staff, working at Far North Luzon General Hospital and Training Center (FNLGHTC) noticed that many of the researches have established the importance of work-life balance and mental well-being of healthcare workers mainly nurses and doctors however, these literature studies, lack credible data on work-life balance and mental well-being of non-clinical employees or under administrative supervision which are also part of the healthcare service institution. These non-clinical staffs are also providers of healthcare service to patients indirectly through the facilitation of supplies of medical instruments and equipment needed, maintenance of the institution as well as the oversees of day-to-day operations of the healthcare facility. Therefore, the researcher aims to include non-clinical workers and all other healthcare staffs of the Far North Luzon General Hospital and Training Center (FNLGHTC) in the study to be able to maximize the importance of the work-life balance and mental well-being of healthcare workers as an input in enhancement of the quality of service they provide and serve as a basis in the development of plans and programs for more enjoyable, energetic and healthy work environment for employees.

Statement of the Problem

This study focuses on work-life balance and mental well-being of Far North Luzon General Hospital and Training Center Employees. Specifically, the following are answered:

1. What is the profile of the respondents in terms of:

- Age
- Sex
- Civil status
- Department
- Nature of employment
- Monthly income
- Position
- Length of service (in years)
- Hours of duty (per day)

2. What is the degree of work-life balance of the employees in terms of:

- Managing self
- Managing time
- Managing stress
- Managing leisure

3. What is the level of mental well-being of Far North Luzon General Hospital and Training Center employees?

2. METHODOLOGY

Research Design

The Descriptive method of research is used as research design in determining the degree of work-life balance of employees of Far North Luzon General Hospital and Training Center (FNLGHTC) as well as the level of their mental well-being. This method described the characteristics of the population or phenomenon and the relationships between the independent, dependent and moderator variables. This method also involved the collection of data to answer questions concerning an analysis in work-life balance and mental well-being of the healthcare employees under the study. Descriptive method was collected through survey questionnaires using Likert scales. The researcher, therefore, believed that this study is well examined by this method of research for it connects and alludes to the current research investigation.

Locale of the Study

The study was conducted in the Far North Luzon General Hospital and Training Center, Quirino, Luna, Apayao. A national hospital created by virtue of R.A. 8536 authored by Hon. Elias K. Bulut, Sr., then Congressman – lone District of Apayao and was signed into law by his Excellency President Fidel V. Ramos on February 23, 1998. FNLGHTC is the only Level II hospital that serves as referral hospital of the six (6) Level I hospitals and RHU's in the catchment area. FNLGHTC is rendering quality services to people and for the people in need of medical healthcare. The vision of the institution as a premiere multispecialty hospital setting the standard of excellence in patient-care, training and research with commitment to the holistic wellness of the Apayao and near-by towns of Cagayan. The mission to serve the people of Apayao and Cagayan by delivering quality, people-centered, accessible and affordable health services; producing medical and allied healthcare professionals who are competent, compassionate, and service-oriented and providing policy-driven, socially relevant and bioethical researches that are locally and globally-recognized. The FNLGHTC aspires to provide people with better health outcome, stronger health systems and access to all levels of care.

Respondents of the Study

The subject of the study was the Far North Luzon General Hospital and Training Center (FNLHTC) healthcare employees. The different departments with different kind of duties, responsibilities and working hours. This did not only provide better insights on the study but also served as foundation on the implementation and promotion of work-life balance and mental well-being of the employees under study.

The Far North Luzon General Health Training Center (FNLGTHC) have over 531 employees including permanents, job orders and volunteers. The researcher used Slovin's formula in identifying and computing the stratified random sampling size number of 400 that were used in the study.

The respondents were selected from different divisions including Nursing, Medical, Finance, Hospital Operations and Patient Support Service(HOPSS), and Office of the Medical Center Chief (OMCC)

Research Instruments

The researcher utilized the survey questionnaire that are composed of introductory questions and core questions about the employee's personal information and work and 5 Point Likert Scale questions as research instruments on this study. This survey questionnaire is adopted and modified from various studies conducted (16, 21-27). These tools provided the researcher the effective way to get the information needed and accommodated all the respondents of the study. This helped the study to know more on the degree of work life balance and level of Mental well -being of the FNLGHTC employees which can help in order to develop

strategies for the promotion of work life balance and well-being of the healthcare workers.

Research Procedure

This study examined the degree of work life balance and the level of mental well-being of FNLGTHC employees. The data derived from this study presented the strategies in developing programs to promote and improve the work life balance and mental well-being of the said respondents. All of the participation in this study were voluntary and with consent of the respondents. Respondents are selected from the administered cluster sampling which provided the study the necessary information on data gathering. The use of self-administered survey including the informed consents contributed on the result of this research.

After the identification of the respondents, the respondents had answered survey questions in Likert scale form that provided by the researcher through hard copies which will stipulates their point of view and recommendations on the statement of the problem. The data gathered from the tools were used in promotion of solution findings.

The study used the structured interview that presented the result and reduced context effects and other biases, gives credible information, validity and reliability of the recommendations from the respondents.

Statistical Treatment of Data

The study was interpreted through tabulation, analysis and interpretation. Frequency counts and means were used to treat the data. Likewise, the evaluation was obtained from the selected employees under different departments of the healthcare facility through the 5- point Likert Scale and its descriptive value shown below:

Table 1. 5-Point Likert Scale use for interpreting the degree of Work-life Balance of FNLGTHC Employees.

5 – Point Likert Scale	Range	Descriptive Value	Interpretation
5	4.20-5.00	Always	Very High
4	3.40-4.19	Often	High
3	2.60-3.39	Sometimes	Moderate
2	1.80-2.59	Seldom	Low
1	1.00-1.79	Never	Very Low

Table 2. 5-Point Likert Scale use for interpreting the level of Mental Well-Being of FNLGTHC Employees.

5 – Point Likert Scale	Range	Descriptive Value	Interpretation
5	4.20-5.00	Constantly	Very High
4	3.40-4.19	Usually	High
3	2.60-3.39	Occasionally	Moderate
2	1.80-2.59	Rarely	Low
1	1.00-1.79	Never	Very Low

3. RESULTS AND DISCUSSION

1. Profile of the respondents

Table 3. Employee Profile according to AGE

	Frequency	%
23-28	134	33.5
29-34	93	23.25
35-40	77	19.25
41-46	56	14
47 - above	40	10
TOTAL	400	100

With respect to the age group, the 23-28 age group is the most represented with 134 individuals (33.5% of the total). The 29-34 age group follows with 93 individuals (23.25%). The 35-40 age group has 77 individuals (19.25%). The 41-46 age group has 56 individuals (14%). The 47+ age group has the least representation with 40 individuals (10%). This suggest a relatively young workforce.

Table 4. Employee profile according to Sex

	Frequency	%
Male	143	35.75
Female	257	64.25
TOTAL	400	100

The distribution of gender reflected a value of 143 (35.75%) of male personnel and 257 (64.25%) female personnel. We can see in the table that there are significantly more females than males across all fields.

Table 5. Employee profile according to Civil Status

	Frequency	%
Single	173	43.25
Married	221	55.25
Widower	5	1.25
Living With a Partner	1	0.25
TOTAL	400	100

The civil status distribution in the table above showed that there are 173 (43.25%) single individuals, 221 (55.25%) married individuals, 5 (1.25%) widowers and 1 (0.25%) individual is living with a partner. The table also revealed that married individuals dominate the dataset (55.25%) and followed by Singles (43.25%).

Table 6. Employee profile according to Employment

	Frequency	%
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Contract of Service / Job Order	162	40.50
Permanent	236	59.00
Volunteer	2	0.50
TOTAL	400	100

In terms of employment type, Permanent employees registered a total number of 236 (59%) individuals. Contract of Service/JO marked 162 (40.5%) individuals. There are also 2 (0.50%) individuals who work as Volunteers. The table provided information that permanent employees make up the majority (59%), while volunteers represent a very small fraction of 0.50%.

Table 7. Employee profile according to Monthly income

Salary bracket based on BIR	Frequency	%
10,000 to less than 30,000	190	47.5
30,000 to less than 70,000	162	40.5
70,000 to less than 140,000	48	12
	400	100

In terms of Monthly income, 10,000-30,000 is the most represented with 190 (47.50%). The 30,000 to less than 70,000 follows with 162 (40.50%) and the least 70,000 to less than 140,000 with 48 (12%). The data suggests that a significant portion of the workforce earns a relatively low monthly income, with the majority falling within the lower salary brackets.

Table 8. Employee profile according to position

	Frequency	%
Accountant III	1	0.25
Admin Aide III	2	0.5
Administrative Aide IV	7	1.75
Administrative Aide VI	5	1.25
Administrative Assistant I	24	6
Administrative Assistant II	2	0.5
Administrative Assistant III	23	5.75
Administrative Officer I	7	1.75
Administrative Officer III	4	1
Administrative Officer IV	2	0.5
Administrative Officer V	3	0.75
Attorney IV	1	0.25
Certified Maintenance Technician	2	0.5
Cook II	7	1.75
Driver	2	0.5
Engineer	3	0.75

Institutional Workers	2	0.5
Laboratory Aide I	4	1
Mechanical Engineering Technician I	2	0.5
Med Tech II	7	1.75
Medical Officer I	18	4.5
Medical Officer III	25	6.25
Medical Officer IV	17	4.25
Medical Specialist II	23	5.75
Medical Technologist I	12	3
Medical Technologist III	3	0.75
Midwife	9	2.25
Nurse I	34	8.5
Nurse II	23	5.75
Nurse III	23	5.75
Nurse IV	7	1.75
Nurse V	2	0.5
Nursing Attendant 2	15	3.75
Nursing Attendant I	29	7.25
Nutrition Dietetics	2	0.5
Pharmacist I	6	1.5
Pharmacist III	1	0.25
Pharmacist III	4	1
Physical Therapist I	2	0.5
Radiologic Technologist I	5	1.25
Radiologic Technologist II	4	1
Respiratory Therapist I	6	1.5
Respiratory Therapist II	2	0.5
Respiratory Therapist III	3	0.75
Social Welfare Officer I	3	0.75
Social Welfare Officer III	1	0.25
Social Welfare Officer III	3	0.75
Ward Assistant I	2	0.5
Ward Assistant I	4	1
Warehouse Man II	2	0.5
	400	100

In terms of position, Nurse 1 is the most represented with 34 (8.50%) personnel, follows with Nursing Attendant I with 29 (7.25%), Administrative Assistant I with 24 (6%), Administrative Assistant III, Medical Specialists II, Nurse II and Nurse III with same number of 23 (5.75%) personnel. There is also Medical Officer I with 18 (4.50%) personnel, Medical officer IV with 17 (4.25%), Nursing Attendant II with 15 (3.75%),

Medical technologists I with 12 (3%) personnel, midwife with 9 (2.25%) personnel. Administrative Aide IV, Administrative Officer I, Cook II, Medical technologist II and Nurse IV with same number of 7 (1.75%) personnel. Respiratory Therapist I and Pharmacist I with the same number of 6 (1.50%) personnel. Administrative Assistant VI and Radiologic technologist I with the same number of 5 (1.25%). Administrative officer III, Laboratory aide I, Pharmacist III, Radiologic technologist II and Ward assistant I with the same number of 4 (1%). Medical Technologist III, Engineer, Administrative Officer V, Respiratory Therapist III, Social Welfare Officer I and Social Welfare Officer III with the same 3 (0.75%). Admin Aide III, Administrative Assistant II, Administrative Officer IV, Certified Maintenance Technician, Driver, Institutional Workers, Mechanical Engineering Technician I, Nurse V, Physical Therapist I, Nutrition Dietetics, Respiratory Therapist II, Ward Assistant I and Warehouse Man II with the same number of personnel 2 (0.50%) and the least number of personnel with the same number of 1 (0.25%) Attorney I, Pharmacist III and warehouse man III. This indicates the staffing structure is heavily weighted towards nursing and administrative supports, with a smaller representation in other specialized areas.

Table 9. Employee profile according to length of service

	Frequency	%
Less than 1 year	26	6.5
1-5 years	129	32.25
6-10 years	125	31.25
11-15 years	53	13.25
16-20 years	30	7.5
21 years and above	37	9.25
TOTAL	400	100
%	100	

It can be gleaned from the table that majority of employees (64%) have been working 1-5 years with 129 (32.25%) employees and 6-10 years: 125 (31.25%) employees. Only 13.25% have been working for 16-20 years. And 21+ years with 37 (9.25%) employees. Further, there are 26 (6.5%) employees who worked for less than 1 year of service. This indicates a relatively young workforce with a significant portion of employees still in the early to mid-career stages.

Table 10. Employee profile according to hours of duty (per day)

	Total	%
8 Hours	178	44.5
12 Hours	117	29.25
16 Hours	74	18.5
24 Hours and More	31	7.75
Total	400	100

In the table, most employees 178 (44.5%) work standard 8-hour shifts, follows with 117 (29.25%) employees at 12 hours of duty, 74 (18.50%) 16 hours, and 24 hours and more 31 (7.75%) employees). This data suggests

a workforce with a mix standard and extended working hours.

2. Degree of work life balance in terms of managing self, managing time, managing stress and managing leisure

Table 11. Degree of work life balance in terms of managing self, managing time, managing stress and managing leisure

Degree Of Work Life Balance in Terms of Managing Self	Mean	Descriptive Value	Interpretation
1. I can spend the time I want on my own self development.	3.84	Often	High
2. I have enough time to think, plan and to schedule my day-to-day activities.	4.12	Often	High
3. I have sufficient time to take care of myself	4.08	Often	High
4. I am able to eat regularly for my proper nutrition	4.03	Often	High
5. I have sufficient time to rest and relax.	3.72	Often	High
6. I undergo physical exercise regularly	3.28	Sometimes	Moderate
7. I have enough time to treat myself	3.66	Often	High
8. I have sufficient time of sleep every day	3.6	Often	High
9. I have time and energy to engage in any activities that i want to do.	3.89	Often	High
10. I am spending suitable time on my personal endeavors.	3.78	Often	High
Category Mean	3.8	Often	High
Degree of work life balance in terms of managing time			
1. I am satisfied with the number of hours I work.	3.77	Often	High
2. I can meet the requirements of my job without working long hours.	3.68	Often	High
3. My family time does not suffer as a result of my working hours.	3.78	Often	High
4. My workplace provides technological resources that allow me to work from home if I have family affairs to attend to.	3.22	Sometimes	Moderate
5. I can attend to my family needs even if I have long hours on my job.	3.62	Often	High
6. I can schedule my preferred leave of absence supported by my immediate superior	3.57	Often	High
7. I am able to spend my day off with my family and social life without worrying about my job responsibility.	3.82	Often	High

8. Despite the number of hours spent working, I am still able to go out and have my social life.	3.51	Often	High
9. Flexible number of hours is allowed in my workplace.	3.32	Often	High
10. We are allowed to offset for the overtime we worked instead of paying us.	3.19	Sometimes	Moderate
Category Mean	3.55	Often	
Degree of work life balance in terms of managing stress			
1. I am satisfied with the number of hours I work.	3.87	Often	High
2. I can meet the requirements of my job without working long hours.	3.75	Often	High
3. My family time does not suffer as a result of my working hours.	3.75	Often	High
4. My workplace provides technological resources that allow me to work from home if I have family affairs to attend to.	3.54	Often	High
5. I can attend to my family needs even if I have long hours on my job.	3.88	Often	High
6. I can schedule my preferred leave of absence supported by my immediate superior	3.97	Often	High
7. I am able to spend my day off with my family and social life without worrying about my job responsibility.	3.96	Often	High
8. Despite the number of hours spent working, I am still able to go out and have my social life.	3.91	Often	High
9. Flexible number of hours is allowed in my workplace.	3.57	Often	High
10. We are allowed to offset for the overtime we worked instead of paying us.	3.47	Often	High
Category Mean	3.77	Often	High
Degree of work life balance in terms of managing leisure			
1. I have time and energy to engage in any leisure activities that I want to do.	3.49	Often	High
2. I feel satisfied with my free/leisure hours	3.58	Often	High
3. I am able to join extra-curricular events and social activities.	3.27	Sometimes	Moderate
4. I am able to enjoy my time off without thinking of my work duties	3.54	Often	High
5. I am able to use my time off for relaxing and resting	3.77	Often	High
6. I am able to enjoy the days during my time off with my family and friends	4	Sometimes	Moderate

7. I am able to enjoy my time off without being bothered of reporting for work during emergency cases.	3.78	Often	High
8. I am able to schedule when it comes to my vacation.	3.77	Often	High
9. I have regular time off schedule every week	3.8	Often	High
10. Despite the number of hours spent for work and working shift, I am still able to go out and have my social life.	3.52	Often	High
Category Mean	3.65	Often	High

The table revealed that in terms of managing self, the mean, **3.80** and standard deviation, **0.25** implied that employees have a moderate to high degree of work-life balance in managing themselves. However, variation exists, indicating differences in personal time management.

The mean score of **3.5** and the standard deviation of **0.23** discussed that those employees experience challenges in managing their time effectively. The relatively lower mean suggests a need for better workplace policies to improve time flexibility. With the mean score of **3.77** and standard deviation of **0.18**, the table reflected that employees have a relatively stable ability to manage stress. The lower standard deviation indicates consistency among responses. Work-life balance in terms of leisure is moderately maintained, with room for improvement in ensuring employees have enough free time. This was shown in the mean value of **3.65** and standard deviation of **0.21**

The overall work-life balance of employees at Far North Luzon General Hospital and Training Center is at a moderate to high level, with an average score of **3.69**. The relatively low standard deviation (**0.24**) suggests that most employees have similar perceptions of their work-life balance, with only slight variations. This indicates that while employees generally manage their work and personal lives effectively, there may still be areas for improvement, particularly in managing time and leisure activities.

These findings showed similarity in a study conducted at C.B Dunbar Hospital, employees found that majority of healthcare workers views they can balance their work and personal lives contrast to broader studies indicating significant stress and issues in achieving work life balance [30]. Additionally, in some areas of this research specified managing time and leisure activities for employee needs to be strengthen [31] for these affects significantly lower work life balance that are considered to be good factor on employee's job performance.

3. Level of mental well-being

Table 12. Level of mental well-being

Level of Mental Well-Being	Mean	Descriptive Value	Interpretation
A. Emotional Well-Being			
I feel calm and emotionally stable during my work shifts.	3.89	Usually	High
I am able to manage my emotions effectively in high-stress situations.	3.67	Usually	High

I frequently feel positive emotions such as happiness or satisfaction at work.	3.7	Usually	High
I rarely feel emotionally overwhelmed or burnt out by my responsibilities.	3.74	Usually	High
I can bounce back emotionally after dealing with challenging situations at work.	3.9	Usually	High
Category Mean	3.78	Usually	High
B. Psychological Well-Being			
I have a sense of purpose and meaning in my work.	4.1	Usually	High
I feel confident in my ability to handle complex tasks or emergencies.	4.04	Usually	High
I am satisfied with my personal and professional growth in this role.	4.02	Usually	High
I am able to focus and make sound decisions, even under pressure.	3.96	Usually	High
I feel my role allows me to use my skills and talents effectively.	3.92	Usually	High
Category Mean	4.01	Usually	High
C. Social Well-Being			
I feel a strong sense of camaraderie with my colleagues.	3.7	Usually	High
My peers and supervisors provide me with emotional and professional support.	3.72	Usually	High
I feel comfortable seeking help or advice from my team when needed.	3.84	Usually	High
My workplace fosters an environment of mutual respect and collaboration.	3.85	Usually	High
I feel connected to my colleagues and valued as part of the team.	3.98	Usually	High
Category Mean	3.82	Usually	High
D. Workplace Environment and Support			
My workplace prioritizes mental well-being for all employees.	3.97	Usually	High
I have access to mental health programs, such as counseling or wellness workshops.	3.99	Usually	High
The hospital provides sufficient resources to help employees manage stress.	3.97	Usually	High
My workload is fair and manageable, allowing me to perform at my best.	3.84	Usually	High

Leadership actively supports and promotes a positive work culture.	4.03	Usually	High
Category Mean	3.96	Usually	High
E. Stress and Coping Mechanisms			
I feel equipped to manage work-related stress effectively.	3.99	Usually	High
I am able to maintain a healthy work-life balance.	3.95	Usually	High
My organization offers opportunities for relaxation r stress relief, such as mindfulness programs.	3.62	Usually	High
I rarely feel physically or emotionally drained after my shifts.	3.78	Usually	High
I have personal strategies that help me cope with job-related stress.	3.88	Usually	High
Category Mean	3.84	Usually	High
F. Burnout and Fatigue			
I rarely feel emotionally exhausted from my work responsibilities.	3.7	Usually	High
I feel energized and motivated at the start of each workday.	3.7	Usually	High
I am not experiencing symptoms of burnout, such as fatigue or disengagement.	3.85	Usually	High
I feel my work responsibilities do not interfere excessively with my personal life.	3.9	Usually	High
I believe the hospital provides adequate support to prevent employee burnout.	3.77	Usually	High
Category Mean	3.78	Usually	High
G. Overall Mental Well-Being			
I feel mentally healthy and resilient while performing my job duties.	4.06	Usually	High
My work contributes positively to my overall mental well-being.	4.03	Usually	High
I believe my current mental well-being allows me to perform my job effectively.	4.15	Usually	High
I feel supported by the organization in maintaining my mental health.	4.11	Usually	High
Overall, I am satisfied with my mental and emotional well-being in this workplace.	4.1	Usually	High
Category Mean	4.09	Usually	High

The overall mental well-being score is **4.09** which indicates a high level of mental well-being among employees. This further signified that employees generally feel mentally resilient, supported by the organization, and satisfied with their emotional well-being. The Emotional Well-Being with a mean of **3.78** suggests that employees effectively manage emotions, though there is still room for improvement in handling

high-stress situations. With a computed mean of **4.01**, Psychological Well-Being is the second-highest score, showing that employees have a strong sense of purpose, confidence, and personal growth. The mean score of **3.82** for Social Well-Being indicates a positive but moderate level of camaraderie and team support. In terms of the Workplace Environment & Support, the mean of **3.96** reflects strong organizational efforts in promoting mental well-being through programs, leadership support, and manageable workloads. The mean of **3.84** for Stress and Coping Mechanism suggests that employees feel relatively well-equipped to handle work-related stress, though opportunities for relaxation programs could be enhanced while in Burnout and Fatigue, the mean of **3.78** shows that while burnout symptoms are not severe, they exist and should be monitored.

Table 13. Summary of Mental well-being dimension

Mental Well-Being Dimension	Mean Score	Descriptive Value	Interpretation
A. Emotional Well-Being	3.78	Usually	High
B. Psychological Well-Being	4.01	Usually	High
C. Social Well-Being	3.82	Usually	High
D. Workplace Environment & Support	3.96	Usually	High
E. Stress and Coping Mechanisms	3.84	Usually	High
F. Burnout and Fatigue	3.78	Usually	High
G. Overall Mental Well-Being	4.09	Usually	High

The findings from the analysis of the mental well-being of employees at Far North Luzon General Hospital and Training Center suggest that employees generally experience a positive level of mental well-being, with an overall mean score of 4.09. This indicates that, on average, employees feel mentally healthy, resilient, and well-supported by their organization.

4. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

SUMMARY OF FINDINGS

This study investigated the work life-balance and mental of well-being of Far North Luzon General Hospital and Training Center (FNLGHTC) employees. The study shows that majority of employees of the facility belong to younger groups, dominantly female with large number of married and single individuals belonging to permanent employees and non-permanent employees. Primarily employees under medical and nursing divisions dominate the hospitals population having a wider salary distribution and standardized pay for a majority of nurses. Findings show medical division represents diversity in specialization, nursing represent a specialized subset, Hospital Operations and Patients Support Services (HOPSS), Office of the Medical Center Chief (OMCC) and Finance represents the limited diversity in positions mostly clerical, administrative and specialized roles. Majority of the employees have rendered 1-10 years in service and working 8 hours to 12 hours or more in a day. Most of employees under medical and nursing division also shows higher risk for work-related stress, especially in emergency and intensive care units than HOPSS and Finance division that are facing administrative burden due to limited staff [32] this supports to some studies where suggests that work pressure to nurses is susceptible to work-related stress. The study suggest that profile of employees may influence the work-life balance and mental well-being of FNLGHTC employees [16, 33] in support to a study

where age, civil status, years in service and gender affects the WLB and MWB of healthcare employees.

In terms of the degree of work-life balance of the healthcare workers the findings show a moderate to high level, with an average score of **3.69**. This indicates that employees usually manage their work and personal lives productively further there may still be areas for improvement particularly in managing time and leisure activities. [16] In a study work life balance in terms managing leisure resulted to significantly low and in need of development.

Findings also show positive level of mental well-being of employees with an overall mean score of **4.09**, which likely indicates average employees feel mentally healthy, resilient and well-supported by the organization, although the overall MWB is high [29] some study suggests organization must still invest for mental health resources, counseling services and peer support programs to be able to maintain the positive level of WLB.

CONCLUSIONS

This study concludes that Far North Luzon General Hospital and Training Center (FNLGTHC) employees belongs to moderate to high level degree of work life balance and mental well-being. Demographic characteristics such as age, sex, civil status, position, monthly income, length of service, hours of duty and nature of employment, significantly influence the work life balance and mental well-being of the healthcare workers, highlighting the importance of employee's background.

The degree of work life balance of the employees in terms of managing time, self, stress and leisure is at moderate to high level indicating a healthy equilibrium between professional and personal life.

This study also concludes that the level mental well-being of employees is positive were signifies a healthy high levels of emotional well-being and positive functioning.

In summary, work life balance and mental well-being of FNLGTHC employees could be influenced by demographic characteristics and additional variables to further understand the impacts of work life balance and mental well-being to FNLGHTC employees. Findings also suggest that work life balance and mental well-being of healthcare employees can be improve through implementing policies and programs that address the specific needs and concerns of different employee groups or divisions.

RECOMMENDATIONS

FNLGHTC should consider the demographic profile of employees in creating activities and programs in support to work-life balance and mental well-being of the healthcare workers.

FNLGHTC should encourage employees to improve their time management strategies, offer better and flexible work time arrangements to have better work life balance, including motivating healthcare workers to be part of leisure activities inside and outside of the workplace.

The organization must also provide additional support and resources to manage employee's mental well-being such as mental health workshops, programs or activities to reduce and manage their stress from work. FNLGHTC must also evaluate and amend the facility's policies, programs and activities in line with supporting healthy mental well-being for employees such as wellness campaigns and mental health awareness. This could also include providing adequate staffing to reduce administrative burdens to employees and offering them developmental opportunities for their professional improvement and healthy mental well-being.

The researcher recommends further conduction of researches to explore factors that contributes to work

life balance and mental well-being of employees including investigations on the impacts of work environments, job demands and even social support on employee's well-being and evaluating the impacts and effectiveness of wellness programs and activities

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