Measurement of Work-Life Balance: A Scoping Review with a Focus on the Health Sector

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#EHMA2024
About the University of Sharjah

The third most populous City in the United Arab Emirates with a population of 1.8 million

- It is the cultural and educational hub of the UAE.
- It is the home of the University of Sharjah, the largest and top ranking university of the UAE.
- Sharjah the 1st Emirate to implement a four day work week model in the region.
Background

• The topic of work life balance gained prominence after the Covid19 pandemic.

• Working/schooling from home increased work-life conflict.

• Available tools fall short to address various dimensions, contexts and professions.

• There is a need for a critical appraisal of work-life balance measures.

• Challenges are compounded in the healthcare sector.

• Spill over effects work both ways!
The main challenge
the negative spillover effect

Reem Ibrahim Al Hashemi, UAE Minister of State for International Cooperation
Objectives & Methods

• A scoping review of articles on measurement of work-life balance.

• An initial search was carried out using the keywords: “work-life balance,” “work-family conflict,” “work-life interference,” “work family balance,” “work-family interference,” “work-nonwork balance,” and “work-life enhancement.”, in PubMed, EMBASE, and PsycINFO

• Eligibility: Articles focusing on dimensions, constructs and measurement of WLB (development, validation of scales), English, no time restriction.

• Two authors carried out the review (details in the next slide)
Identification of studies via databases

Records identified from: Databases (n = 7833)

Records removed before screening (n = 7631)

Records screened (n = 202)

Records excluded (n = 156)

Reports sought for retrieval (n = 46)

Reports not retrieved (n = 0)

Reports assessed for eligibility (n = 46)

Studies included in review (n = 31)
Key WLB measurement scales and their citations
Most used WLB Scales among healthcare professionals

- Work-family conflict scale (Netmeyer et al., 1996)
- Work-climate scale (Schwartz et al., 2019)
- Work-family interference scale (Carlson et al., 2000)
- Copenhagen psychosocial questionnaire (pejtersen et al., 1010)
- Work family positive spillover scale (Hanson et al., 2006)
- Rational and gender role explanations work-family conflict scale (Gutek et al., 1991)
Discussion & Recommendations

- There is a heterogeneity in definition of WLB & approach to quantification with great focus on developed contexts (culture matters!).

- Need for more focus on WLB in individuals who are not married and who have no children.
  - There is a need for a broader conceptualization of WLB that is more representative of employees’ experiences at the intersection of work and a variety of life roles.
  - A closer gender sensitive examination of WLB is necessary.

- Need for closer and unbiased examination of the positive spillover effects Work & Life.
Admittedly, he’s not the best conversationalist but he’s always good company, bringing life and levity to my office space.

I’m talking about the plant.

Oh, and there’s Eddie.

Dylan Rogness
Thank you

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