

EHMA 2024

Shaping and managing
innovative health ecosystems



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

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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.

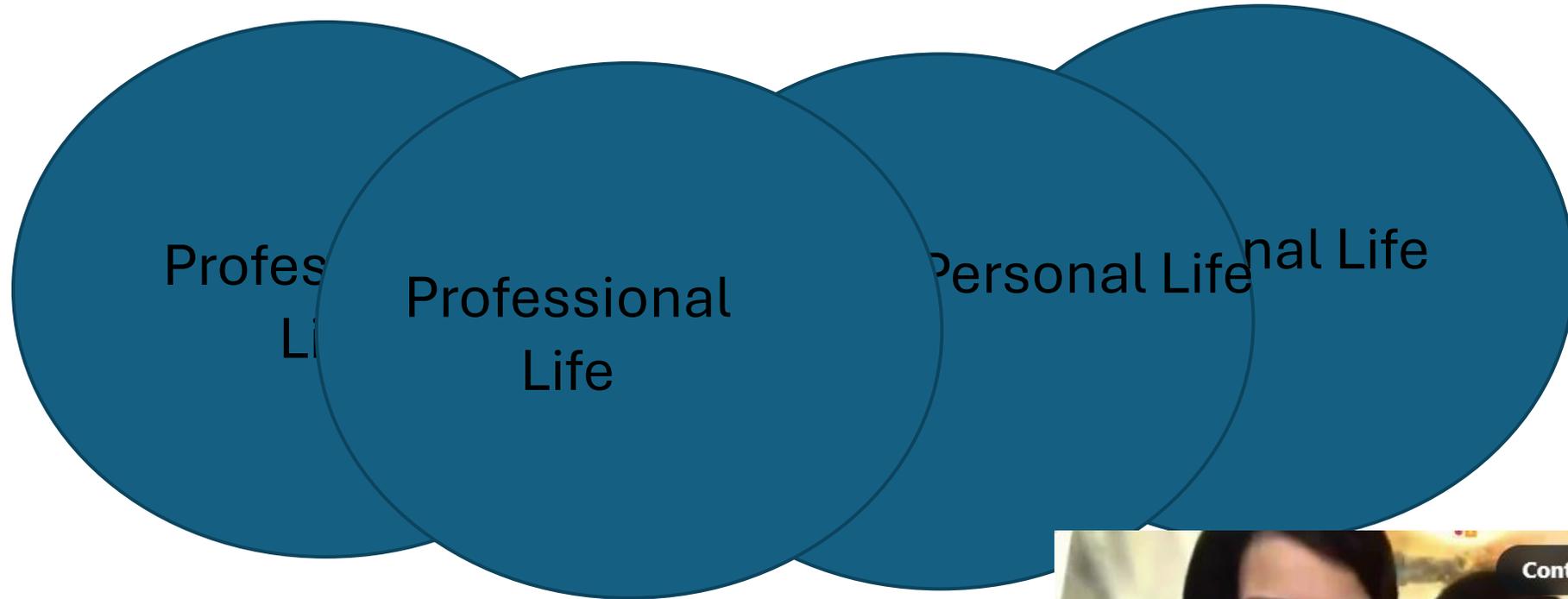


Background

- 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



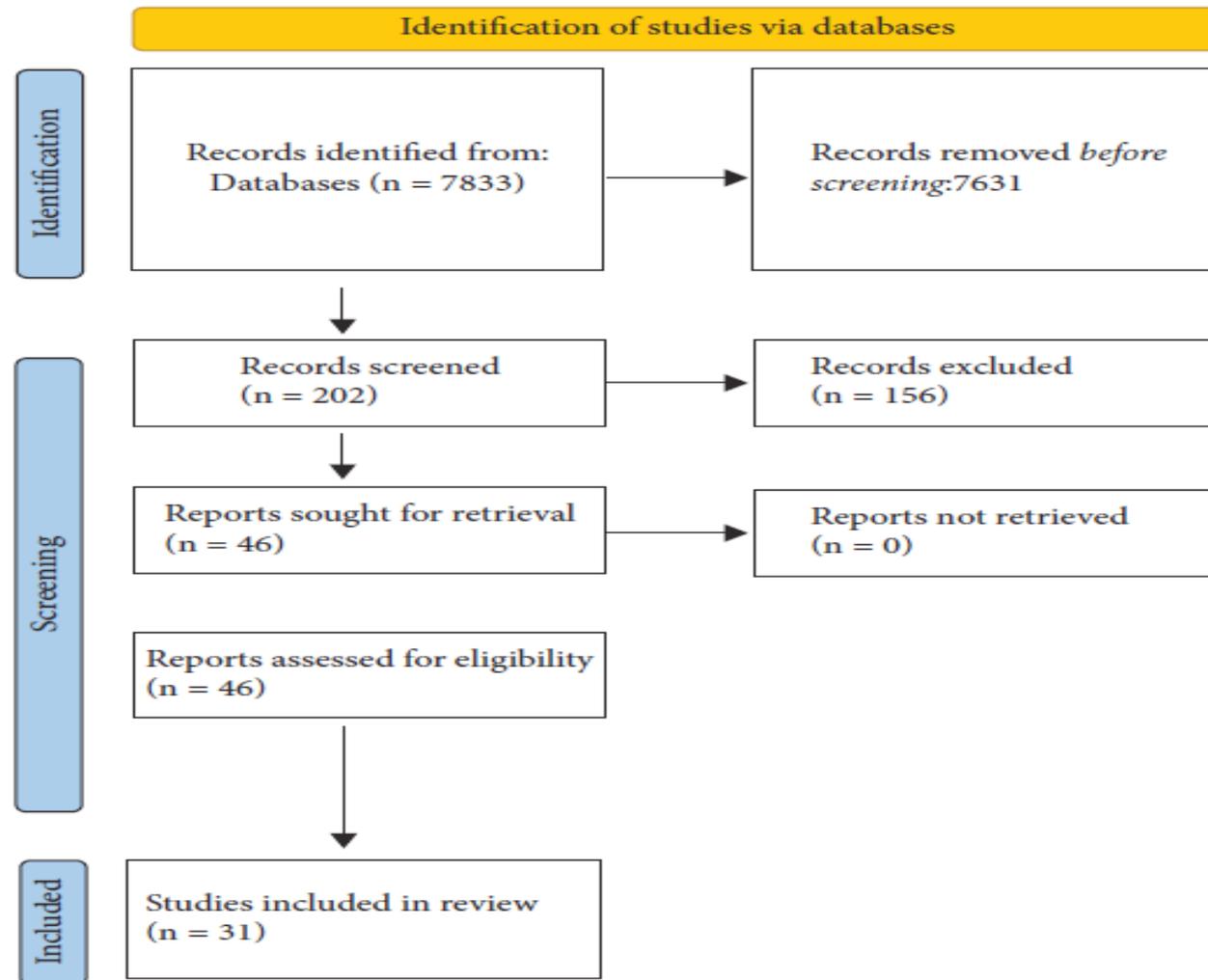
Reem Ibrahim Al
Hashemi, UAE Minister of
State for International
Cooperation



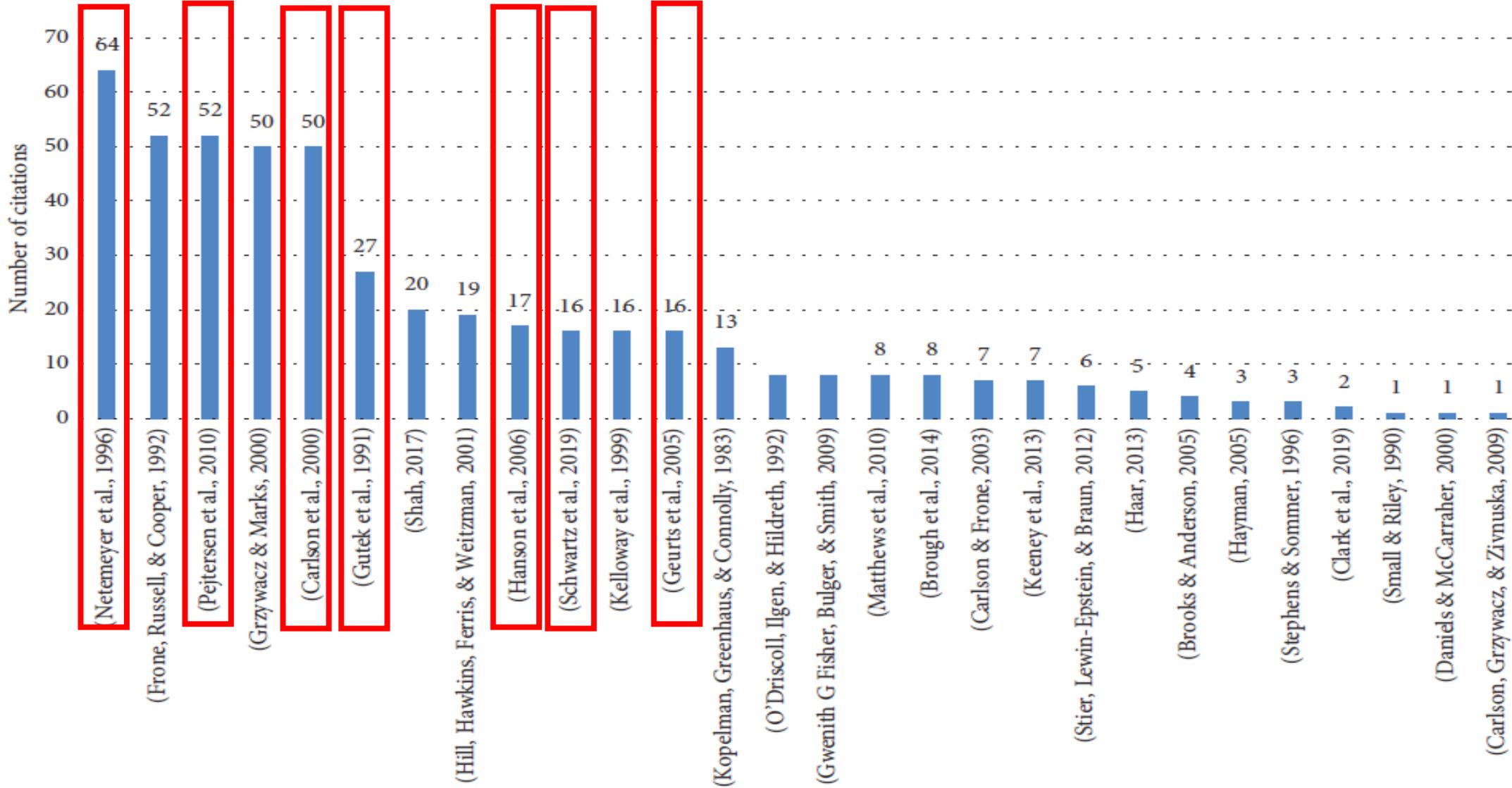
Objectives & Methods

- 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)





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



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Thank you

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