Perceived Work-life Balance and its Relation to Nurses' Job Performance at Governmental South Sinai Hospitals

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Abstract: **Background**: Nursing is one of the most stressful professions and nurses need to have a work life balance to improve patient care and satisfaction. **Purpose**: To assess the relation between perceived work-life balance and nurses' job performance at governmental South Sinai Hospitals. **Design**: A descriptive correlational research design. Sampling: A simple random sampling technique of 291 staff nurses. **Setting**: The study was conducted at governmental South Sinai hospitals. **Instruments**: Two instruments were used in the study. (Work- Life Balance Questionnaire and observational checklist for staff nurses Performance). **Results**: More than half of studied nurses (55.3%) had moderate perception level of work life balance while more than one quarter (28.8%) had low perception level of work life balance and the minority had high perception level of work life balance. Moreover, nearly two third of studied nurses (62.2%) good performance while more than one third (36.1%) had fair job performance and the minority had poor job performance. **Conclusion**: There was a statistically significant positive correlation between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals. **Recommendations**: Nurses should attend seminars about work-life balance and nurses' job performance

Keywords: *Job performance, Nurses, Work-life balance.*

Introduction

The demands of the modern world are increasing because it is developing too fast. As a result, maintaining a healthy work-life balance has proven challenging, especially for those working in fields that generate a lot of stress, such as healthcare workers especially staff nurses. With that, it is crucial to ensure the well-being of healthcare workers, not just for their

own satisfaction and happiness, but also for the quality of care they provide to patients (Ajonbadi et al., 2023).

On the other hand, healthcare workers face traumatic challenges daily, which they are trained to handle. However, these experiences can still have an impact on their health or well-being as human beings. This challenging work environment is characterized by shift work, high patient turnover, and significant time-sensitive tasks. This demanding and unpredictable setting can lead to high levels of stress and pressure for these workers. Moreover, the unpredictable workload can make it challenging to prioritize their own health, potentially disrupting their work-life balance (Hasyim & Bakri, 2025).

Work–life balance is defined as harmony between work and non-work aspects of life and is the prerequisite for workers to continue working healthily. Nursing is one of the most stressful professions and nurses need to have a work life balance to improve patient care and satisfaction. Work-life balance is the point where an individual feels that their daily work and non-work lives are, effectively managing their work commitments, in which the time and energy for non-work roles are neither limited nor are in conflict with time for job roles. It includes the ability to prioritize work and private life such as health, leisure, family, and spiritual development. The balancing of work and life is linked with decreased stress levels, increased job satisfaction and overall wellness. Work-life balance is simply how individuals choose to prioritize their work, family, individual

and community responsibilities (Bella, 2023).

Work-life balance plays a significant role in improving nurses' job satisfaction and reducing burnout through the implementation of key elements such as time balance, involvement balance, and satisfaction balance. The time balance conveys the perceived amount of time devoted by nurse to their professional role and personal role throughout their day. For example, nurse who is expected and can dedicate only their allotted scheduled work hours to their job and focus on allotting dedicated time to their outside activities and functions has a higher chance of achieving work-life balance and abstaining from burnout (Obina et al., 2024).

Employee perceptions of control over work and life positively relate to work-life balance. Employees with control over their work schedules and flexibility to balance their time between work and personal activities tend to experience better work-life balance. While the management aspects of working from home may not be explicitly covered, they can be related to the control employees' experience. Nevertheless, despite increased independence, employees may develop new challenges and mechanisms to manage their work, sometimes creating an unrealistic perception of control. They emphasize the importance of organizational initiatives that reduce employee burdens, thereby improving their ability to manage work and family responsibilities (Abonyo, 2023).

Nurses are essential resources in hospitals as they spend more time with

patients than any other healthcare personnel. Therefore, they play a significant role in ensuring quality care and patients' safety by improving their performance. Despite accounting for 50% of the global healthcare workforce, there is a severe shortage of nursing personnel in almost all countries. The shortage of nurses has resulted in an increasing workload for existing nurses, significantly affecting their work life balance and performance, which can have a direct impact on the quality of care delivered (Mistri et al., 2023). In the current healthcare system, nursing performance is concentrated on the quality of treatment, which is typically determined by patient outcomes and the achievement of organizational goals (Jasem & Younis, 2024).

In today's highly competitive service industry environment, employee performance is always a major challenge in organizational management, including health services such as hospitals. The number of complaints in the mass media and social media that they are dissatisfied with health or nursing services shows that the performance of nurses is still not optimal (Yessi et al., 2025). Nurse performance itself refers to how effective a nurse is in completing her duties and responsibilities in caring for patients. Nurse performance must be a concern and needs to be studied because it is the largest staff in the hospital and its role as a nursing care provider who monitors patients directly for 24 hours. Nurses contribute significantly to health and have a major impact on the quality and efficiency of

healthcare and the image of hospitals. Nurse performance is an important factor in determining organizational performance in hospitals. Therefore, nurse performance has become a very interesting topic to be studied by both practitioners and researchers (Agustin et al., 2022).

Nurses' job performance reflects the quality of delivered care and consequently patient outcomes and if staff nurses do not have enough physical fit or ignore their own health behavior, not only their health will be declined but also their performance will be affected. Generally, job performance viewed as behaviors enacted by staff nurses that are designed to meet hospital objectives. It refers to nurses' effectiveness in carrying out their roles and responsibilities related to direct and indirect patient care (Noor et al., 2023). Nursing performance is influenced by cognitive, physical, and organizational factors. Various factors such as high workloads, lack of technological support, skills and competencies (eg, problem-solving ability, nursing informatics competencies), communication skills and confidence, commitment, quality of work life, job stress, and motivation can significantly influence nursing performance. It is interesting to observe that most of these factors are a part of leadership management, focusing on providing training and support and addressing the issues affecting nurses (Wulandari&Dara, 2023).

Balancing personal and professional aspects of life harmoniously has become challenging. The performance of any organization depends on the

employees, and the employee's performance depends on numerous factors. The outcomes of unbalanced work-life stress are physical problems, relational problems, hangovers, unethical practices, disturbed families, decreased performance, and organizational jeopardy. The role of human resource departments in assisting the employee with work-life balance may include planning the work, providing a flexible approach toward work, being empathetic toward employees, conducting frequent training programs, effective communication, and even family get-togethers at the workplace (Eletu, 2023). Work life balance includes a number of elements, such as time management, boundary management, flexible work schedules, and psychological separation from the workplace. To enhance job performance, lower stress levels, and support employees' mental and physical well-being, work-life balance must be maintained (Tahir, 2024).

Significance of the study

South Sinai nurses face a challenge balancing between personal life and work especially who have family responsibilities and other demands such as home and children needs as well as family members with health problems. Nurses who are able to balance their work, family and life commitments have been shown to be happier in their job and are more likely to stay and work towards a rewarding and productive career. Therefore, creating a balance between work-life is found as one of the suitable practices that when adopted

may reduce work related stresses, increase attraction and performance (Abdallah&Mostafa, 2021). From the investigators' clinical observations; nurses in South Sinai hospitals work with a different work system, taking into account the conditions of the remote governorate, they work 15 consecutive days per month, and 15 consecutive days as a vacation which may have a different impact on their work life balance and may have impact on their performance. Therefor the purpose of the current study is to explore the relation between perceived work-life balance and nurses' job performance at governmental South Sinai Hospitals.

Purpose of the study

The purpose of the current study was to assess the relation between perceived work-life balance and nurses' job performance at governmental South Sinai Hospitals.

Research Questions

1) What is level of perceived work-life balance of nurses at governmental South Sinai hospitals?
2) What is the level of job performance of nurses at governmental South Sinai hospitals?
3) What is the relation between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals?

Definitions of study variables

- **Work-life balance**: is theoretically defined as the ability of an employee to maintains aharmonious balance between their job function, personal duty, and family life (Hassan et al., 2022) while in the present study work-life balance is operationally as the obtained nurses' work-life balance score measured by a valid and reliable Work- Life Balance Questionnaire that was developed by Chaney (2007) to assess the level of work life balance among staff nurses.

- **Job performance**: is theoretically defined as the total expected value that an individual brings to the organization of the discrete behavioral episodes which carries out over a standard period of time and how efficiently employees accomplish his or her duties and are usually measured through multi dimensions. Employee performance is usually based on the employee 's knowledge, skills, experiences and behaviors necessary to perform the job (Wen, et al., 2019). While in the present study job performance is operationally defined as the obtained nurses' job performance balance score measured by a valid and reliable Observational checklist for staff nurses Performance which was developed by (Ibrahim et al.,2020).

Methods

Study design

A descriptive correlational research design was used in conducting this study.

Study Sample:

The sample size was determined by using solvin formula to assess the sample size of staff nurses (Yamane, 1976).

$n = N/ 1+(N\ e2)$

N→ total number of staff nurses are (1059) nurse

n → sample size

e→ error tolerance (. 05)

1→aconstant value

Sample size of staff nurse $= 1059 / 1+(1059 \times (.05)2)$

$= 291$ staff nurses.

The sampling technique:

The sample of this study included: A simple random sampling technique was used to choose 291 staff nurses who are working in the above-mentioned study setting, accepted to participate in this study, had at least one year of experience and worked in the above-mentioned study setting.

Study Setting:

The study was conducted at governmental South Sinai hospitals (Taba Hospital, Sharm El-Sheikh International Hospital, Abu Redis Central Hospital, Al-Fayrouz Medical Complex, Ras Sidr Specialized Hospital, Dahab Central Hospital and St. Catherine Hospitals) South Sinai governorate, Egypt. These hospitals function as a unified system, where nursing staff are rotated between hospitals based on patient admission rates.

Instruments of data collection

Two instruments were used for data collection:

First instrument: Work- Life Balance Questionnaire

This questionnaire was developed by Chaney (2007) and modified by Gamal (2019) and adopted by the investigator to assess the level of work life balance among staff nurses. This instrument includes two parts:

- **Part one** :Personal characteristics of the staff nurses such as age, sex, qualifications, marital status, years of nursing experiences and unit of work.
- **Part two**: Work life balance items to assess the perceived level of work life balance among South Sinai nurses through 21items distributed into three subscales as follow; work life balance domain includes 6 items, work interfering with family life includes 8 items and family interfering with work life includes 7 items.

Scoring system:

Nursing staff responses were measured on a three points Likert scale ranging from 1-3 where 3= agree 2=neutral 1=disagree. Total score was allocated for items of questionnaire and according to staff nurses' response. They were classified into: high perception level of work life balance>75%, moderate perception level of work life balance 60-75% and low perception level of work life balance< 60% (Gamal, 2019).

Second instrument: Observational checklist for Nurses Performance:

This observational checklist was developed by Ibrahim et al. (2020) and adopted by the investigator to assess level of job performance among studied nurses. This observation checklist aims at assessing performance of nurses in their clinical setting and was filled by the researcher it consists of 9 dimentions

Scoring system:

The response for each item was measured on two responses: (0) if the action not done, (1) if the action done, poor performance level (<60%), fair performance level:(60<75%) and good performance level:(>75%).

Validity and Reliability of instruments:

Validity:

The investigator used the original tools with their Arabic translation to collect data.

Reliability

Internal consistency of the first instrument (Work-Life Balance Questionnaire) was tested using Cronbach's alpha coefficient test, its value was 0.809 (Gamal et al., 2019). Internal consistency of the second instrument (Observational checklist for staff nurses Performance) was tested using Cronbach's alpha coefficient test, its value was a=0.89 (Ibrahim et al., 2020).

Pilot study:

The pilot study was conducted before starting the actual collection of the data. It was used to ascertain clarity, relevance, feasibility and applicability of the study instruments and to determine obstacles that may be encountered during data collection. It also helped to estimate the time needed to fill the questionnaire. The pilot study

was carried on 29 nurses which presented (10%) of sample size and included in the main sample size since there are no required modifications done.

Ethical considerations:

The study was conducted with careful attention to ethical standards of research and rights of the participants and represented to ethical and research committee N (938); Before any attempt to collect data, an official approval letter was submitted to the Dean of the Nursing College to collect data from the pr-mentioned study settings, also a written approval letters were submitted to Undersecretary of the Ministry of Health and Population in South Sinai and to collect data from the pr-mentioned study sample. The letter contained the title, aim of the study and methods of data collection. Data collection procedures, analysis and reporting of the findings were undertaken in a manner designed to protect confidentiality of sample. The respondents' rights were protected by ensuring voluntary participation; so that informed consent was obtained by explaining the purpose, nature, time of conducting the study, potential benefits of the study and how data was collected. The respondents were assured that the data was treated as strictly confidential; furthermore, the respondents' anonymity was maintained as they weren't required to mention their names.

Data collection procedure:

Data was collected in the morning; afternoon and night shifts and nurses fill in the questionnaire in the presence of the investigator to ascertain all questions were answered. The investigator was available for help to avoid any misinterpretation of questions. The investigator collected the data from staff nurses who were working at units in break time to avoid work overload and ensure their full concentration during filling the questionnaire. The time required for each staff nurse to fill the questionnaire was estimated to be 15-30 minutes then after that the investigator conducted an Observational checklist for staff nurses Performance in one hour. Data was collected upon 2 months started from 1st of October 2024 to 1st of December 2024.

Data Analysis:

The collected data were organized, tabulated and statistically analyzed using SPSS software statistical computer package version 21. For quantitative data, mean and standard deviation were calculated. For qualitative data, comparison was done using Chi-square test ($\chi2$). Correlation between variables was evaluated using Pearson correlation coefficient r. A significance was adopted at P<0.05 for interpretation of results of tests of significance (*). Also, a highly significance was adopted at P<0.001 for interpretation of results of tests of significance (**).

Results:

Table (1): represents frequency distribution of studied nurses regarding their personal characteristics. Regarding age, more than one third of studied nurses (39.5%) had (<30) years old and more than half of them (57%)

were male nurses. Regarding marital status, more than two third of studied nurses (69.1%) were married. Also nearly one third of studied nurses (30.9%) had associate degree in nursing and above half (55%) had (>10) years of experience.

Figure (1): reflects percentage distribution of studied nurses regarding total level of perceived work life balance. It indicated that the perceived level of work life balance among studied nurses was moderate as represented by (55.3%). Also, more than half (55.3%) of studied nurses had moderate perception level of work life balance while more than one quarter (28.8%) had low perception level of work life balance and the minority (18.9%) had high perception level of work life balance.

Table (2): illustrates statistically relation between total work life balance and total job performance among studied nurses. There was a statistically significant relation between total work life balance and total job performance as p-value (<0.05).

Figure (2): reflects percentage distribution of job performance level among studied nurses. It indicated that studied nurses had good job performance as represented by (62.2%). Also, nearly two third (62.2%) of studied nurses had good job performance while more than one third (36.1%) had fair job performance and the minority (1.7%) had poor job performance.

Table (1): Frequency Distribution of Studied Nurses Regarding Their personal Characteristics (N=291).

Personal Characteristics	Studied nurses (n=291)	
	No	**%**
Age		
<30	115	**39.5**
30-<40	105	36.1
40-<50	56	19.2
50+	15	5.2
Min -Max	23-54	
Mean ±SD	33.57±8.23	
Sex		
Male	166	**57**
Female	125	43
Marital status		
married	201	**69.1**
Un married	90	30.9
Qualifications		
Secondary school diploma	81	27.8
Associate degree in nursing	90	**30.9**
Bachelor degree in nursing	80	27.5
Post studies	40	13.8
Experience		
>10	160	**55.0**
10->15	40	13.7
15->20	20	6.9
20+	71	24.4
Min -Max	1-35	
Mean ±SD	12.30±9.69	

Figure (1): Percentage distribution of studied nurses regarding total level of perceived work life balance (n=291).
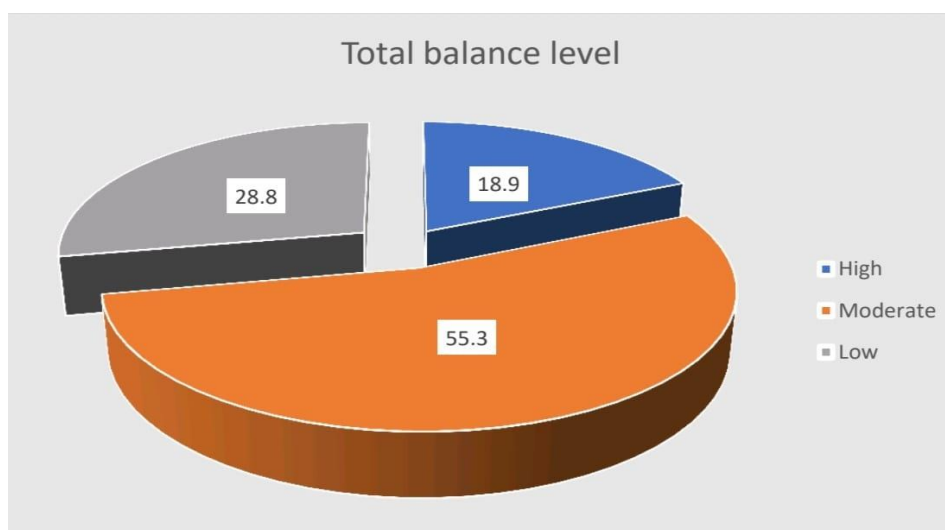
Figure (2): Percentage distribution of job performance level among studied nurses (n=291).
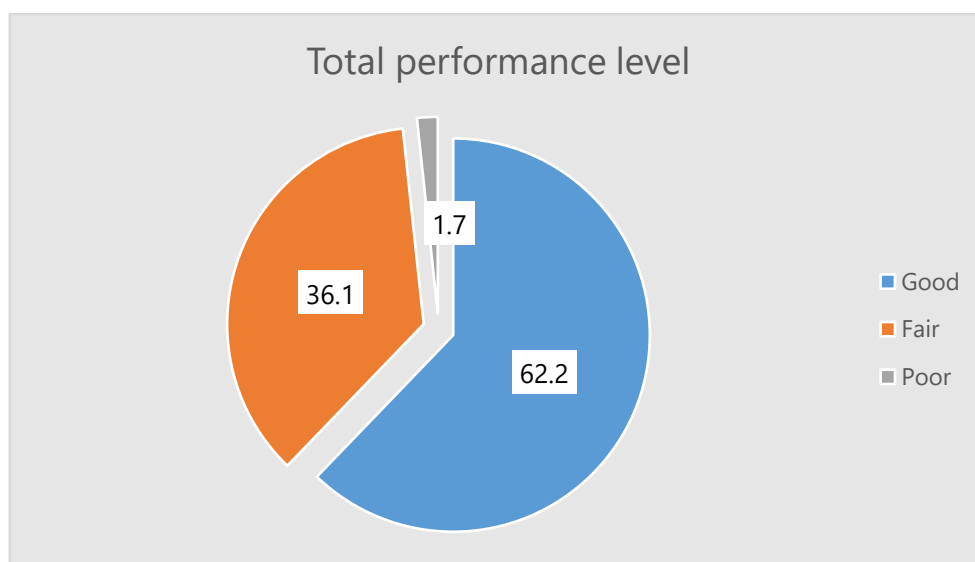
Table (2): Statistically relation between total work life balance and total job performance among studied nurses (n=291).

Total job performance	Total work life balance						X²	p-value
	Low (n=75)		Moderate (n=161)		High (n=55)			
	No.	%	No.	%	No.	%		
Poor (n=5)	0	0.0	5	3.1	0	0.0		
Fair (n=105)	35	46.7	60	37.3	10	18.2	15.38	0.003*
Good(n=181)	40	53.3	96	59.6	45	81.8		

Discussion

In today's fast-paced healthcare environment, work-life balance (WLB) is a critical factor influencing nurses' job performance. Nurses face increasing demands due to staff shortages, long working hours, high patient loads, and emotional stress, making it difficult to maintain a healthy balance between their professional and personal lives. A well-balanced work-life dynamic allows nurses to manage stress effectively, improve focus, and enhance overall productivity, ultimately leading to better patient care outcomes. However, poor work-life balance can result in burnout, absenteeism, job dissatisfaction, and even medical errors, negatively impacting healthcare quality. Hospitals that implement flexible scheduling, wellness programs and mental health support help nurses achieve a healthier work-life balance, leading to higher efficiency and job satisfaction (Ismail et al., 2025).

Moreover, job performance in nursing is directly linked to work-life balance, as nurses who feel supported in their personal lives are more likely to engage positively with patients, collaborate with teams, and make accurate clinical decisions. Nurses with adequate rest, manageable workloads, and access to professional development opportunities demonstrate higher levels of motivation, efficiency, and problem-solving skills. Conversely, excessive workloads and constant stress can lead to compassion fatigue, reducing the quality of care provided to patients (Adella et al., 2024).

Thus, the present study was conducted to explore the relation between perceived work-life balance and nurses' job performance at governmental South Sinai Hospitals through answering the following questions: What is level of perceived work- life balance of nurses at governmental South Sinai hospitals? What is the level of job performance of nurses at governmental South Sinai hospitals? What is the relationship between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals?

Discussion of the study results is presented in the following sequence: first part concerning personal characteristics, second part concerning work life balance, third part concerning job performance and fourth part concerning correlation between work life balance and job performance.

First part: Concerning personal characteristics:

Regarding personal characteristics of studied nurses, the result of the present study showed that more than one third of studied nurses had less than thirty years old and more than half of them were male nurses. Regarding marital status, more than two third of studied nurses were married. Also nearly one third of studied nurses had associate degree in nursing and above half had more than ten years of experience. Regarding work units, more than one quarter of studied nurses worked at nurses' office, while the minority of studied nurses worked at sterilization center, incubator, and dialysis departments.

Second part: Concerning work life balance: Answering the question what is level of perceived work- life balance of nurses at governmental South Sinai hospitals?

Regarding level of perceived work- life balance of nurses at governmental South Sinai hospitals, the present study findings revealed that more than half of studied nurses had moderate perception level of work life balance while more than one quarter had low perception level of work life balance and the minority had high perception level of work life balance. From investigator point of view, the finding suggests that workload, hospital policies, and personal coping mechanisms play a significant role in shaping nurses' views on balancing their professional and personal lives. The majority of nurses likely experience challenging work conditions, including long shifts, high patient loads, and administrative tasks, which can make it difficult to fully achieve work-life balance. However, they may still have access to some supportive measures, such as fixed schedules or occasional leave, allowing them to maintain a moderate perception rather than an entirely negative one. This might be due to that the organization provides nurses with too many duties in a short time to do them which results in the nurses sacrificing sleep for work so they feel overwhelmed. They sacrifice to make up time with their families. Moreover, the leaders and the supervisors do not positively contribute to the work environment.

Furthermore, more than one-quarter of nurses with a low perception of work-life balance likely face increased job stress, excessive workload, and lack of flexibility, leading to burnout and dissatisfaction. Nurses working in critical units or understaffed departments may struggle the most, as they have fewer opportunities for rest and personal time. Additionally, limited access to mental health support or wellness programs may contribute to their negative perception of work-life balance. While, the minority of nurses with a high perception of work-life balance may have better time management skills, supportive supervisors, or favorable work schedules that allow them to balance their responsibilities more effectively. These nurses might also have higher qualifications or senior positions, giving them more control over their shifts and work environment.

The result of the present study was consistent with Ademola et al. (2021) study which showed that more than two third of study subjects in Ekiti State had a moderate work-life balance. In addition, study conducted by Seada and Mohammed (2024) stated that work–life balance among nurses was a moderate level. Moreover, Shehata et al. (2024) study about" Relation between Perceived Organizational Support and Work-Life Balance among Nurses" found that the majority of studied nursing staff had a moderate level of work-life balance. Additionally, this result was congruent with the study carried out by Delmo and Dequito (2023) who confirmed the moderate level of work-life balance among the studied sample.

Also, Barden and Khalaaf (2022) demonstrated that more than half of studied sample had a moderate level. Moreover, Abd Elmohsen et al. (2022) study about "Relationship between quality of work life and job involvement among staff nurses" demonstrated that, half of studied nurses had moderate level of work life balance, while slightly more than quarter and less than quarter of staff nurses had low and high level of quality of work life. The finding also was agreed with another study conducted by Kandel and Chhetri (2021) who found that the respondents who had achieved a moderate level of WLB balance was more than two third of total sample.

In contrast with the findings of the present study, Orešković et al. (2023) study about" Associations of working from home with job satisfaction, work-life balance, and working-model preferences." clarified that employees working within all models, and both women and men, reported high level of work-life balance. Furthermore, the result of the present study is inconsistent with Sarla and Sandhu (2024) study about "Work Life Balance in Nurses." which found that most of nurses had low level of work life balance. Also, Rony et al. (2023) in their study entitled "The association between work-life imbalance, employees' unhappiness, work's impact on family, and family impacts on work among nurses: A Cross-sectional Study." reported that the majority of studied sample had high level of work life balance.

Third part concerning job performance: Answering the question what is the level of job performance of nurses at governmental South Sinai hospitals?

Concerning the level of job performance among studied nurses at governmental South Sinai hospitals, the present study findings revealed that; studied nurses at governmental South Sinai hospitals had good job performance. Also, nearly two third of studied nurses had good performance while more than one third had fair job performance and the minority had poor job performance. From investigator point of view, the finding can be explained by several key factors related to education, experience, workload, and hospital resources. Nurses who demonstrated good performance are likely to have had higher qualifications, more clinical experience, and better adaptability to hospital challenges. Their ability to apply evidence-based practices, manage patient care efficiently, and collaborate effectively with colleagues contributes to their strong performance. Additionally, government hospitals often implement standardized protocols and training programs, ensuring that a majority of nurses can perform well within a structured system.

However, the fact that more than one-third of nurses had only fair performance suggests that some nurses may struggle with workload pressure, insufficient training, or limited access to advanced resources. South Sinai government hospitals may face challenges such as high patient-to-nurse ratios, lack of modern medical equipment, and long working hours, all of which can impact efficiency and job satisfaction. Nurses with fair

performance may also be those who are new to the profession or have limited opportunities for continuous professional development, making it harder for them to handle complex medical situations with confidence.

While, the minority of nurses with poor job performance may be affected by extreme burnout, lack of motivation, or inadequate training. Factors such as stress, exhaustion, and insufficient support from hospital management can lead to lower productivity and a decline in patient care quality. Additionally, government hospitals may have limited incentives or career advancement opportunities, causing some nurses to feel disengaged or less committed to their roles.

This result is confirmed to the study that done by Sarıköse and Göktepe, (2022) in the study about; "Effects of nurses' individual, professional and work environment characteristics on job performance." which revealed that nurses were found to have high levels of job performance. Also in the same line of the current study findings Hoşgör and Yaman (2022) study about "Investigation of the relationship between psychological resilience and job performance in Turkish nurses during the Covid-19 pandemic in terms of descriptive characteristics." which reported that job performance levels of the Turkish nurses who participated in the study were high.

In agreement with the present study results, Pourteimour et al. (2021) in the study about; "The relationship between mental workload and job performance among Iranian nurses providing care to COVID-19 patients: A cross-sectional study." found that nurses had high job performance level. Also, Alayoubi et al. (2022) in the study about; "The impact of work stress on job performance among nursing staff in Al-Awda Hospital." revealed that more than two third of the study sample believe that the level of job performance of nurses in Al-Awda Hospital in Gaza Strip is of great agreement. Also, Aung et al. (2024) in their study found that the overall level of job performance was perceived to be high. Moreover, Dabaet al. (2024) demonstrated that the majority of nurses rated their job performance as good.

Conversely, the result of present study was disagreed with; Bakertzis and Myloni (2021) in the study entitled; "Profession as a major drive of work engagement and its effects on job performance among healthcare employees in Greece: A comparative analysis among doctors, nurses and administrative staff." which revealed that nurses scored the lowest level of job performance. In addition, the present study result is opposed to a study conducted by Ibrahim et al. (2023) who clarified that more than half of studied staff nurses had fair level of job performance. In consistent with the findings of this study Liu et al. (2025) found that the studied sample had fair job performance level. In the same respect disagreed with Mohamed & Ghalab (2022) who conducted a study at Tanta Emergency Hospital and results revealed that nearly half of the staff nurses performed their job at moderate level overall.

Fourth part concerning the correlation between work life balance and job performance: Answering the question what is the relationship between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals?

Concerning the correlation between total work life balance and job performance among studied nurses at governmental South Sinai hospitals, the present study findings revealed that; there was a statistically significant positive correlation between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals. From investigator point of view, when nurses maintain a healthy balance between their professional and personal lives, they experience lower stress levels and reduced burnout, which enhances their ability to focus, make sound decisions, and provide high-quality patient care. Chronic stress and excessive workload often lead to fatigue, increasing the likelihood of errors and impairing overall efficiency. In contrast, nurses with a stable work life balance tend to be more alert, emotionally available, and engaged in their work, leading to improved productivity and better patient outcomes.

Moreover, nurses with better work life balance report higher job satisfaction, which directly influences their motivation and commitment to their roles. A supportive work environment that promotes flexibility and well-being fosters teamwork, collaboration, and professional growth, allowing nurses to contribute more effectively. Additionally, well-rested and physically healthy nurses exhibit greater emotional resilience, enabling them to build stronger relationships with both patients and colleagues. This positive workplace dynamic translates into higher retention rates, lower absenteeism, and overall improved hospital performance.

This result is confirmed to the study by Borgia et al. (2022) about; "Relationship between work-life balance and job performance moderated by knowledge risks" which identified that there was a positive and significant effect of the interaction between work life balance and job performance. In agreement with the present study results, Susanto et al. (2022) who found in their study about; "Work-life balance, job satisfaction, and job performance of SMEs employees: The moderating role of family-supportive supervisor behaviors." that the direct effect of work-life balance on job performance was significant suggesting a positive relationship between work-life balance and job performance. Also, Ihwugwavwe and Shewakramani (2024) who found in their study about; "The Impact of Work-Life Balance on Employee Performance: An evaluative study of health and safety industry in Nigeria." that there were positive and have statistically significant correlation at significance level values between work-life balance and job performance.

Conclusion

In the light of the present study results, it can be concluded that more than half of studied nurses had moderate perception level of work life balance

while more than one quarter had low perception level of work life balance and the minority had high perception level of work life balance. Additionally, the highest work life balance dimension was work-life balance while the lowest work life balance dimension was family interfering with work life. Moreover, nearly two third of studied nurses had good performance while more than one third had fair job performance and the minority had poor job performance. Also, the highest job performance dimension was total professional development while the lowest job performance dimension was total planning. Furthermore, there was a statistically significant positive correlation between perceived work-life balance and nurses' job performance at governmental South Sinai hospitals as P-value (<0.05).

Recommendations

Based on the findings of this study, the following recommendations are proposed:

❖ To improve and reinforce work life balance among nurses at governmental South Sinai hospitals, hospital administrator should;

- Offer options for shorter shifts (e.g., 6 or 8-hour shifts) in addition to the standard 12-hour shifts.
- Provide relaxation therapy, or wellness check-ins within hospital premises.
- Establish peer counseling networks to help nurses cope with stress.
- Offer shuttle services or transportation subsidies for nurses with long commutes.

- Allow nurses to complete non-clinical tasks (e.g., training) from home where possible.

❖ To support good nurses' job performance, head nurses should;

- Ensure appropriate staffing levels to prevent fatigue and improve patient care quality.
- Support the use modern medical equipment and digital charting systems to reduce manual workload.
- Pair experienced nurses with new hires to improve skills and job satisfaction.
- Reward high-performing nurses with bonuses, promotions, or public recognition.

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