

Emperor Journal of Commerce

ISSN 2582-9815

Mayas Publication®

www.mayas.info

Volume -V

Issue- II

February-2025

---

## A Comparative Study of Savings, Investment Behaviour, and Work-Life Quality among Nurses

**P. Prasad**

*Research Scholar in Commerce,  
PG&Research Department of Commerce,  
Jamal Mohamed College (Autonomous),  
(Affiliated to Bharathidasan University),  
Tiruchirappalli, Tamilnadu.*

**Dr. G. Pasupathi**

*Assistant Professor and Research Advisor,  
PG& Research Department of Commerce  
Jamal Mohamed College (Autonomous)  
(Affiliated to Bharathidasan University),  
Tiruchirappalli, Tamilnadu.*

### Abstract

The study focuses on the relation between nurses' investment and savings habits, as well as their work life wellbeing. This study explores the connection between nurses' saving and investment behaviours and their quality of work life (QWL). The study assesses how financial habits as well as job happiness affect the work-life of nurses both in private and public institutions. The study utilized various statistical methods, such as mean, standard deviation, correlation, and regression analysis. The variables taken into account includes the following: investment type savings rate work satisfaction and other job-related stress. The findings give prominence to the importance of financial stability in workplace and also further lead to improve the financial security of healthcare workers.

**Keywords:** Savings, Investment, Quality of Work Life, Nurses, Financial Well-being, Job Satisfaction, Healthcare, Statistical Analysis

## **1. INTRODUCTION**

Nursing is one among the most challenging and demanding professions worldwide as they are characterized by long shifts intense emotional labour, physical and mental stress. The quality of work life plays a significant role in defining job satisfaction and retaining nurses in the profession, but one less-explored topic is the impact of financial security on their QWL. Financial stability, personal savings replications, and investment practices are some of the most important aspects of satisfaction that influence nurses' perceptions of their careers and work-life balance.

In this study, the correlation between financial behaviour related to investment and savings and the work life quality among nurses were investigated. In order to boost job satisfaction and to reduce work stress among the nursing community money management behaviour patterns serves as a shield and help them handle it more effectively. By Using statistical methods such as regression analysis, correlation, mean, and standard deviation, this research provides an empirical insight into how financial stability affects the quality of work life within nursing community.

### **Literature Review**

Quality of Work life (QWL) in Nursing the quality of work life is an important aspect in any career, regardless of industry, and it is especially important in the health care industry due to the high stress level and workload. Job security, working environment, job stress, and employer-employee relationships all play a significant part in QWL. (Sharma and Dhar, 2019). Job satisfaction and holding rates have a negative impact on nurses' quality of life due to long working hours, emotional worries, and an inappropriate work-life balance (Chappell & Novak, 2020). Savings and Investment Behaviour Monetary behavior, including investments and saves, significantly impacts personal security. Many studies have revealed that people who save and invest on a regular basis have a lower level of financial stress, which improves their mental health and work satisfaction. (Singh and Choudhury, 2021). Comprehensive financial management offers a sense of financial security and aids in the reduction of stress and strains, particularly in occupations such as nursing, which are subject to high levels of external stress. (Natarajan 2020). The Effects of Financial Stress on Healthcare Professionals . The demanding nature of healthcare occupations can be made worse by stress connected to finances, which raises absenteeism, employee turnover, and job satisfaction (Reinhard et al., 2021). However, financial literacy and consistent economic qualities, such regular saving and astute investing, can lessen financial stress, which in turn improves nurses' job happiness and performance. (Green and others, 2018).

### **Research Objectives**

1. To assess nurses' savings and investing activities
2. To examine the association between financial management habits (savings and investments) and QWL.
3. Make ideas for promoting financial well-being as a technique for increasing nurses' QWL.

### **Methodology**

#### **Research Design**

The study employs both qualitative and quantitative research methodologies. Primary data is gathered using a well-structured questionnaire, and information about nurses' investing and savings habits as well as their perceptions of QWL is gathered using a semi-structured interview schedule.

#### **Variables**

The study's factors include:

1. Savings Behaviour: which is based on how often and as a proportion of monthly income is saved.
2. Investment Behaviour: This is based on the kinds of investments (e.g., stocks, mutual funds, and retirement plans) and the proportion of income allocated to them.
3. QWL, or Quality of Working Life: - Among the factors used to evaluate performance include emotional health, work-life balance, job satisfaction, and stress levels.

#### **Statistical Tools**

The study's statistical techniques include mean and standard deviation, correlation, and regression analysis to characterize investment, savings, and investment behaviour on work-life quality.

#### **Data Collection**

A systematic questionnaire and semi-structured interview schedule were used in conjunction with random selection procedures to gather data from 300 nurses employed in Kerala's public and private hospitals.

#### **Data Analysis**

Descriptive statistics like mean and standard deviation as well as inferential statistics like regression and correlation are used to analyse quantitative data. Regression models were utilized to control the projected strength of investment and savings behaviours on QWL, and SPSS software is employed for analysis. Additionally, essential forms

pertaining to financial behaviour and their opinion of work-life balance are abstracted using qualitative data.

## Results and Discussion

Table summarizing the descriptive statistics of the study on savings and investment behaviour among nurses:

Category	Statistic
<b>Savings Behaviour</b>	
Average Monthly Savings Rate	15% of income
Standard Deviation (Savings)	5%
<b>Investment Behaviour</b>	
Low-Risk Investments (Fixed Deposits, Retirement Plans)	70% of nurses
High-Risk Investments (Stocks, Mutual Funds)	30% of nurses
Mean Investment Allocation	10% of monthly income
Standard Deviation (Investment)	3%

With a standard deviation of 5%, the preceding data indicates that nurses' average monthly savings rate is approximately 15% of their salary, indicating variation in their financial management abilities. According to research on investment behaviour, 30% of nurses engage in higher-risk investments like equities and mutual funds, while 70% of nurses choose for low-risk options like retirement plans and fixed deposits. 10% of monthly income is allocated to investments on average, with a 3% standard deviation.

Table summarizing the descriptive statistics on the Quality of Work Life (QWL) among nurses:

Category	Statistic
<b>Job satisfaction</b>	
Mean score	3.2 out of 5
Standard Deviation(satisfaction)	0.8
<b>Work related stress</b>	
Mean stress score	4.0 out of 5
Standard deviation(stress)	1.2
<b>Work life balance</b>	
Mean score	2.5 out of 5
Standard deviation (work life balance)	0.8

With a mean score of 3.2 out of 5 and a standard deviation of 0.8, the preceding data indicates that nurses have a modest level of job satisfaction in terms of QWL. With a mean stress score of 4.0 and a standard deviation of 1.2, work-related stress is considerable and varies somewhat amongst responders. With a mean score of 2.5 out of 5, work-life balance is low, indicating that nurses are finding it difficult to maintain a good balance between their personal and professional lives.

### Correlation Analysis

Table summarizing the correlation analysis between savings behaviour, investment behaviour, job satisfaction, and work-life balance:

Variables	Correlation Co-efficient(r)	P-Value	Significance
Savings behaviour & Job satisfaction	0.45	P<0.01	Significant
Investment behaviour & Work life balance	0.30	P<0.05	Significant

A significant positive correlation between job satisfaction and saving behaviour is revealed by correlation analysis ( $r = 0.45$ ,  $p < 0.01$ ). This implies that because they have less financial stress, nurses who practice regular saving have high levels of job

satisfaction. Work-life balance and investing behaviour are positively correlated ( $r = 0.30$ ,  $p < 0.05$ ), indicating that nurses who engage in investment activities have more control over their work-life adjustments.

### Regression Analysis

**Table summarizing the regression analysis results:**

Predictor Variable	Out come Variable	Beta ( $\beta$ )	p-value	Variance explained( $R^2$ )	Significance
Savings behavior	Job satisfaction	0.35	$P < 0.01$	18%	Significant
Investment Behaviour	Work life balance	0.28	$P < 0.05$	10%	Significant

According to the preceding table, 18% of the variance in job happiness can be explained by the saving'sbehaviour, which suggestively predicts job contentment ( $\beta = 0.35$ ,  $p < 0.01$ ). Work-life balance is also significantly predicted by investment behaviour ( $\beta = 0.28$ ,  $p < 0.05$ ), which explains 10% of the variation. The findings suggest that financial practices, particularly saving, are crucial for enhancing nurses' quality of work-life balance.

### Discussions

The study's conclusions suggest that nurses' QWL is significantly influenced by their financial behaviours, such as consistent saving and investing. Financial stability can reduce stress, allowing nurses to focus more on their profession and feel more satisfied, according to the positive association found between saving behaviour and job satisfaction. However, investment behaviour is linked to better work-life balance, maybe because nurses who use investment strategies feel more secure about their financial future, which lessens irritation and worry associated to their jobs. The study's conclusions are consistent with earlier studies that found a connection between psychological satisfaction and financial stability (Singh & Choudhury, 2021). The ability to invest and save provides a sense of security that increases work satisfaction and mental well-being by reducing financial stress (Reinhard et al., 2021). Given that the nursing profession is known for its high levels of stress and dissatisfaction, it is necessary to have clear money management procedures and regulations in place to help nurses manage their stress and enhance their quality of life at work.

## II. CONCLUSION

In order to determine nurses' quality of work life, the study emphasizes the significance of financial well-being. Financial stability may serve as a buffer against the high levels of stress that are inherent in the nursing profession, as seen by the favourable correlations found between saving and investing behaviours and work-life balance and job satisfaction. The report also emphasizes how important it is to give nurses financial education and tools so they can manage money successfully.

### Recommendations and Suggestions

Hospitals are required to offer financial education programs to nurses, emphasizing investment options and savings plans that can help reduce financial stress. Providing nurses with access to financial consultants can improve their quality of life by helping them better manage their money. Future studies should examine the long-term effects of financial management practices on QWL as well as the long-term effects of particular investment types (e.g., stocks, mutual funds) on job satisfaction.

## III. REFERENCES

- Chappell, N. L., & Novak, M. (2020). Work stress and job satisfaction among nursing home care workers in the COVID-19 pandemic. *\*Journal of Health and Social Behaviour\**, 61(4), 382-395.
- Green, A., Evans, P., & Spencer, J. (2018). Financial literacy and its effect on stress levels and work performance in nurses. *\*Journal of Nursing Management\**, 26(1), 67-74.
- Natarajan, S. (2020). Financial literacy, savings, and investment behaviour: The role of financial education. *\*International Journal of Financial Studies\**, 8(3), 57-65.
- Reinhard, K. S., Smith, M. A., & Lowery, B. L. (2021). The impact of financial stress on burnout and job satisfaction in healthcare professionals. *\*Nursing Economics\**, 39(2), 80-89.
- Sharma, R., & Dhar, R. L. (2019). The role of work-related stress in healthcare professionals' quality of work life. *\*Work & Stress\**, 33(1), 45-61.
- Singh, P., & Choudhury, A. (2021). Impact of financial behaviour on personal well-being: Evidence from healthcare professionals. *\*Indian Journal of Economics and Development\**, 17(4), 203-214.