

# ***WORK-LIFE BALANCE OF FEMALE NURSES IN PRIVATE HOSPITALS WITH SPECIAL REFERENCE TO SULLIA TALUK, DAKSHINA KANNADA DISTRICT***

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## **Abstract**

*The concept of work life balance has originated from the fact that an individual's work life and personal life may put forth conflicting demands on one another and the demands from both the domains are equally important. Work-life balance is essential in every industry – for every professional, employee, and executive. “Nurses are the single largest group of registered and regulated practitioners in the health workforce of any country and are internationally recognized as being fundamental to the provision of healthcare” (WHO:2002). Yet, it is often the people in careers devoted to helping others, like those in the healthcare industry, who are challenged finding time for self-care and the “life” side of the scale. Today many nursing staff have a hard time achieving this balance due to job demands, erratic work schedules, or inability to say no when someone asks for help. This paper examines the direct and indirect effects of work-life-balance practices of female nursing professionals.*

**Keywords:** *Work-life balance, healthcare, profession, industry*

## **I. INTRODUCTION**

Work-life balance is not just about maintaining balance between the work and life; it's about balancing all four aspects of life-family, work, and society. Work-life balance is a concept including the proper prioritization between work (career and ambition) and lifestyle (health, pleasure, leisure,

family). Work-Life Balance is that individuals have varying and sometimes mutually exclusive demands on them due to the roles that they play in the different facets of their lives for example, mother versus worker (Ford et al. 2007).

Work-life balance is considered to be the prime factor as nowadays people getting deviated from their goal is becoming a common criteria. External environment temptation is making them to lose their basic culture and common sense which they are supposed to have as human beings. An increasing number of articles have promoted the importance of work-life balance.

Work-life balance involves juggling workplace stress with the daily pressures of family, friends, and self. Modern employees demand greater control over their lives and a bigger say in the structure of their jobs. According to a recent Business Information Review publication, “The search for work-life balance is a process in which people seek to change things in accordance with changes in their own priorities, physical, psychological or both, and these can be triggered in their turn by factors such as: age; changes in working conditions; the demands of new technology; and poor management.”

### Objectives of the study

1. To find out the cause for poor work-life balance of female nursing staff.
2. To measure their excessive work pressure in personal and professional domains.
3. To identify the role of spousal support between family and profession.
4. To study the kinds of arrangements that is provided by the management for healthy and successful work life.

### II. REVIEW OF LITERATURE

“Literature adds to reality, it does not simply describe it. It enriches the necessary competencies that daily life requires and provides; and in this respect, it irrigates the deserts that our lives have already become”. -C.S. Lewis

Writing about stress in correctional officers, Griffin, Hogan, Lambert, Tucker-Gail & Baker (2010) defined job stress "as a worker's feelings of job-related tension, anxiety, frustration, worry, emotional exhaustion, and distress". According to Day (2010), "approximately 50 percent of Nova Scotians reported some work-family conflict and 25 percent of Canadians experienced high levels of work- family conflict". Griffin, Hogan, Lambert, Tucker-Gail and Baker (2010) defined job stress "as a worker's feelings of job-related tension, anxiety, frustration, worry, emotional exhaustion, and distress". J. Redmond et al. (2006) preferred „Work-Life Balance“ due to the fact that it encompasses the experiences and need of parents and non-parents alike, and are a more progressive theoretical framework in which to think about new ways of living and working that are satisfactory to all. Robroek et al. (2009), Research shows that women are generally more likely to participate in worksite wellness programs than men and, overall, married employees have much higher participation rates than their single co-workers. Other determinants of higher participation rates include: white-collar or secured

contract employees, full-time employees, older age, and small company employees; shift workers, lower income, and less education displayed much lower participation rates. (p. 150)

Previously, the female workforce in India was mainly employed in non-managerial, subordinate or low-profile positions. Now, they occupy almost all categories of positions in the workplace. Bratt MM, Broome M, Kelber S, Lostocco L,(2000), “Influence of stress and nursing leadership on job satisfaction of pediatric intensive care unit nurses”, It is observed that high levels of stress and the challenges of meeting the complex needs of critically ill children and their families can threaten job satisfaction and cause turnover in nurses. This study aimed at exploring the influences of nurses' attributes, unit characteristics, and elements of the work environment on the job satisfaction of nurses in pediatric critical care units and to determine stressors that are unique to nurses working in pediatric critical care. Alam Sageer, Dr. Sameena Rafat, Ms. Puja Agarwal (2012) studied various variables that are responsible for employee satisfaction such as Organization development, job security, work task, Policies of compensation and benefit and opportunities etc. The Study concluded that an organization should develop strategies that strengthen the work environment and increase the employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately results in high profits, customer satisfaction as well as customer retention.

### III. METHODOLOGY

The sample taken involved nursing staff who worked in private hospitals. The reason for conducting the study was to understand the obstacles, balancing work and family that nursing staff face while going about their daily working schedules (Laguador, 2017). The study used factor analysis and ANOVA methods to analyze data and the results interpreted using SPSS.

The study was based on collection of both primary and secondary sources (Śliwiński et al. 2014). The primary data was based on selected hospitals around the area. Therefore, the main data was obtained through structured questionnaire and face to face interviews with respondents working on various health facilities (Hegney et al. 2014).

Secondary Data: secondary data was obtained through published journals, the internet, books, and related websites.

### Sampling Procedures

Respondents were selected through different stages. The sampling was prepared based on convenient methods of sampling (Liu, While, Li & Ye, 2015). Questionnaires were shared to various respondents to collect the main data in the form of

### Results

reactions to different issues and getting views from the parties involved.

### Sampling Size

The study was conducted on 50 respondents from three private hospitals in Sullia Taluk, Dakshina Kannada district.

### Limitations of the study

1. The data obtained were mainly restricted to Sullia taluk ,Dakshina Kannada region; therefore, the results cannot be generalized to represent the entire population.

2. Respondents are limited only to Dakshina Kannada District, Karnataka.

3. This study is confined only to the nursing staff working in Private Hospitals

*Table No.1 Age Respondents wise*

Age	Frequency	Percent
20-30 years	10	20.0
30-40 years	16	32.0
40-50 Years	17	34.0
Above 50 Yrs	7	14.0
Total	50	100.0

(Source: Primary Data)

### Interpretation :

Table 1 depicts respondent's viewpoint to the extent of awareness of work life balance measures. There are 34 percent of respondents are totally aware of the work life balance. Another 32 percent of them are partially aware of the work life balance measures whereas few of 14 percent are not aware of the work life balance measures. Therefore it is concluded that almost 3/4th of them are totally aware of the work life balance measures providing to its employees. However, very insignificant numbers of employees are not aware due to the communication gap and also few of them are not clear.

*Table No.2 Salary received per month*

Salary	Frequency	Percent
Rs. 5,000 to 10,000	12	24.0
Rs.10,000 to 20,000	15	30.0
Rs.20,000 to 30,000	19	38.0
Rs. 30,000 and above	4	8.0
Total	50	100.0

(Source: Primary Data)

### Interpretation :

Table 2 depicts the monthly income status of the respondents participated in the study. 24.0 percent of the respondents are earning below ten thousand rupees per month. 30.0 percent of the respondents are earning a

monthly income of rupees between ten thousand and twenty thousand. 38 percent of the respondents are earning a monthly income of rupees twenty thousand and thirty thousand. A thin respondents participated in the study are earning more than thirty thousand rupees per month.

*Table No.3 Experience in years*

Experience	Frequency	Percent
5 to 10 Yrs	11	22.0
10 to 20 Yrs	30	60.0
Above 20 Yrs	9	18.0
Total	50	100.0

(Source: Primary Data)

**Interpretation :**

Table 2 depicts the Experience of the respondents participated in the study. 60.0 percent of the respondents are got between 10 to 20 Yrs experience and A thin respondents participated in the study are above 20 yrs experience.

*Table No 4 Educational Qualification*

Education Qualification	Frequency	Percent
ANM	15	30.0
GNM	14	28.0
B.Sc Nursing	17	34.0
M.Sc Nursing	4	8.0
Total	50	100.0

(Source: Primary Data)

**Interpretation :**

Table 4 presents the educational qualification of fifty respondents involved in this study. 30.0 percent of the respondents involved in the study have completed their ANM education, 28.0 of the respondents involved in the study have completed their GNM education i.e. majority of the respondents have completed their B.Sc Nursing, 34.0 percent and 8.0 Percentage of participants have completed M.Sc Nursing education level.

*Table No.5 Size of family members*

Size of Family	Frequency	Percent
3- 6 Members	12	24.0
6-10 Members	27	54.0
Above 10 Members	11	22.0
Total	50	100.0

(Source: Primary Data)

**Interpretation :**

Table 5 indicates the size of the family of the respondents participated and rendered their opinion in the study. Most of the respondents are having six to ten members in their family with 54 percent, 22.0 percent of the respondents are having more than ten members in their family, 24.0 percent of the respondents are having three to six members in their family.

*Table No. 6 Travelling time*

Traveling Time	Frequency	Percent
< 30 Min	17	34.0
30 to 60 Min	8	16.0
60-120 Min	21	42.0
Above 120 Min	4	8.0
Total	50	100.0

*(Source: Primary Data)***Interpretation :**

Table No. 6, it inferred that the majority of participants are felt that the traveling time is very huge from home place to hospital, it conclude that private management hospital to take initiate reduce the time through cab facility.

*Table No. 7 One-Sample Test Personal and professional variables*

Variable	Test Value = 0			
	t	df	Sig. (2-tailed)	Mean Difference
Are you able to balance work and family obligations?	15.364	49	.000	3.040
What is the duration of time you spent at work place?	13.637	49	.000	2.880
Do you bring frequently office work to home?	15.893	49	.000	3.060
How often do you think or worry about work (when you are not actually at work)?	14.080	49	.000	2.940
How are you coping with the workload assigned to you?	15.893	49	.000	3.060
Do you feel reluctant or tired mentally due to office work pressure?	14.080	49	.000	2.940
Do your family support for the rotational shifts?	15.695	49	.000	3.040
Do you able to spend quality time with your dear ones?	13.637	49	.000	2.880
Are you happy with the present job?	15.893	49	.000	3.060
Do you enjoy works which are doing at work places?	13.637	49	.000	2.880
Do you able to get time to attend social functions?	15.893	49	.000	3.060
Do you manage time for family outing?	13.637	49	.000	2.880
Are you able to spend time for self?	15.695	49	.000	3.040
Do you get sufficient time period of maternity/ paternity leave?	13.637	49	.000	2.880
Do you get motivation from your HR Department?	15.893	49	.000	3.060
Do you have scope for flexibility of time?	13.637	49	.000	2.880
Whether your hospitals give recognition and reward for better performance?	15.893	49	.000	3.060
Opportunity to return to the same job after maternity or paternity leave	13.637	49	.500	2.880
What initiatives do you suggest for any employee to manage profession and personal life?	13.637	49	.000	2.880

*(Source: Primary Data)***Interpretation :**

Table 7 indicates the **Personal and professional variables** of the respondents using the independent T test. The results of the analysis using independent t test indicate that all the opinions except the “Opportunity to return to the same job after maternity or paternity leave” not significantly contributing the overall satisfaction of the respondents. Focusing one these factors consistently help the nurses to gain knowledge about work life balance

The questionnaire was split into different sections i.e. demographic information, barriers faced at work, balancing work and regulations provided by hospitals and other health facilities that can assist nurses to balance their private roles and professional demands (Liu, While, Li & Ye, 2015). Through the data captured, we gained more understanding about issues that nursing staff face while going about their daily duties as well as managing their personal lives. The interpretation was obtained through tabulations of various data obtained from the study. The table below summarizes the questions used to collect response on work-life balance of nursing staff.

S.No	Statements	Response of Nursing staff	
		YES %	NO %
1	Women feel more family pressure during working hours.	42	58
2	The career development of women slowed down by family responsibilities.	68	32
3	Professional responsibilities limit time for family.	70	30
4	Work engagements leaves less time for husband.	67	33
5	Women in leadership position have limited time for their kids.	63	37
6	If a conflict arise between family and work, family is given preference	66	34
7	Providing child facilities in workplace assist women to do their work more professionally	71	29
8	Women employees must be given flexible work schedule	75	25
9	Maternity leave must be extended to women staff	95	5
10	Do you feel reluctant or tired mentally due to office work pressure?	80	20
11	Do your hospitals give recognition and reward for better performance?	90	10

From the table above, 42% of nurses stated that they have a lot of pressure due to family duties. 68% of nurses confirmed that their career development is significantly affected by family responsibilities (Patil, 2016). Moreover, a more significant part of resident nurses believed that job engagements leave less time for their children and husband (Delgado, Upton, Ranse, Furness & Foster, 2017). 63% of nurses find it difficult to run their official duties and household demands. Moreover, in case of a conflict between family and professional duties, more preference was given to family chores rather than professional responsibilities (Hamid, Malik, Kamran & Ramzan, 2014). Furthermore, the majority of nurse respondents was in favor of flexible work arrangement and preferred maternity leave to be granted to working women (Akter, Akkadechanunt, Chontawan & Klunklin, 2017). Moreover, nurses were of the opinion that the facility should provide child facilities.

### Implications of the Study

Based on the findings of the study, it is clear the nursing staff undergo severe stress as they try to balance their domestic life and professional life. Frequent work pressure would result in poor performance in the healthcare industry as well as their family life. As this paper is focusing only on identification of factors affecting work life balance, it has not considered the any type of policy support or other kind of benefits required for the nursing staff working in private hospitals.

### Findings

- 1) Majority of the respondents are not satisfied with the rigid rotational shifts, which leads to stress and frustration.
- 2) Most of the respondents opined that due to overtime work in hospital chances is less to dedicate their time to family.
- 3) One-third of the respondents expressed that due family and financial commitments they are not able to concentrate on their profession.
- 4) Majority of the respondents are satisfied in their profession due to the basic amenities provided by the hospital.

5) Through T- Test Majority of the responds are more significant factors under **Personal and professional variables** .

#### Conclusion

From the above table, it is cleared indicated that majority of the faculty feeling stress due to

dependents, role clarity, co-worker support, family culture, working hours, rigid rotational shifts. To achieve a satisfied work life balance, every employee should set the goal and excel both in profession and family.

#### IV. REFERENCE

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