

A Study On Work Life Balance of Nurses Working in Kovai Medical Center and Hospital

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Abstract - *In Healthcare sector, particularly in hospital industry nurses play a vital role in patient satisfaction. The achievement of better work life balance can yield dividends for employers in terms of having a productive and less stressed workforce; achieving reduced costs and maximize the available of labour; most importantly increases customer satisfaction. The aim of this article is to examine work life balance of nurses in Hospital and reviews aspects of contemporary theory and research on work life balance. This research has been a dramatic increase in the amount of research devoted to understanding the linkage between work and family life along with the major factor that affecting work life balance of Nurses.*

Keywords: *Work life balance, Healthcare, Satisfaction.*

I. INTRODUCTION

Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work– life imbalance to reduced health and wellbeing among individuals and families. Adoption of work-life balance policies and practices can improve an organization’s ability to respond to customer demands for increase access to service and deal with change in a way that can be satisfactory to both employers and employees, the changing economic conditions and social demands have changed the nature of work throughout the world. Work-life balance may be viewed as a utopian dream; society must not fail to respond to the needs of individuals when dealing with complex issues arising from work and the rest of life, especially among individuals further along in their lives and careers. The concept of work life balance is becoming more and more relevant in an ever changing dynamic working environment. To this end, many organizations have developed work-life programs to assist employees in handling the conflicts that may arise between work and the rest of life.. (Body, 10pt, Normal)

II. REVIEW OF LITERATURE

Carlson (1999) Work family conflict has also been studied in relation to personality type and situational factors. He determined how dispositional and situational factors

differentially affect the three forms (time, strain and behavior based) of work family conflict, and also considered the impact of dispositional variables on work family conflict beyond situational factors. The sample consisted of 225 individuals who were employed full time and worked for a variety of organizations

Hill et al. (2001) examined the perceived influence of job flexibility in the timing (flex time) and location of work (flexplace) on work family balance. Data was taken from a 1996 International Business Machines (IBM) work and life issues survey in United States (n= 6,451). The results indicated that paid work hours was strongly and negatively correlated and perceived flexibility was strongly and positively correlated with work family balance. It was also found that employees with perceived 48 flexibility in timing and location of work could work longer hours before work family balance became difficult.

Schieman and Glavin (2008) examined the effects of schedule control and job autonomy on two forms of work home role blurring: receiving work related contact outside of normal work hours and bringing work home. It was found that schedule control and job autonomy were associated more positively with work home role blurring in the form receiving work related contact, and these patterns were much stronger for men. Schedule control was associated positively with bringing work home among men only, whereas job autonomy was associated positively with bringing work home, similarly for men and women.

Macky and Boxall (2008) reported that employees working longer hours are slightly more likely to report a greater imbalance in the work life relationship. The five high involvement variables (i.e. power to make decision and act autonomously, information provision, rewards, knowledge of the job and team working) were found to be negatively correlated to work life imbalance. It was also found that increasing the availability of work life balance policies for employees did not improve the relationships when pressure to work longer hours was higher, and employees felt greater work life imbalance

Grzywacz and Marks (2000) developed an expanded conceptualization of the work family interface and

identified significant correlates of multiple dimensions of work family spillover. The study used the data from employed adults participating in the National Survey of Midlife Development in the United States (N = 1,986). The findings showed that work and family factors that facilitated development (decision latitude, family support) were associated with less negative and more positive spill over between work and family.

Saltzstein et al. (2001) used 1991 surveys of Federal Government Employees to test a theoretical framework regarding the relationships between work and family demands, family friendly policies, satisfaction with work family balance and job satisfaction for diverse groups of employees with different personal and family needs. The findings indicated that a variety of family friendly policies and practices were used to varying degrees by these diverse groups of employees

III. METHODOLOGY

For the study Descriptive Research Design is adopted, In the study, the primary data was collected through structured questionnaire, which was further collected from interview schedule from the nurses. Convenience sampling method was used based on the availability or easy access. Convenience sampling, as the name implies is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

IV. SIMULATION/EXPERIMENTAL RESULTS

From the above table it can be clearly inferred that most of the respondents belong to age group of 21to30 years, Female ,Married, undergraduate , earn a monthly income in the range of Rs 15,001-20,000 and have 3to 4 members in their family.

Table:1 Demo Graphic Profile of The Respondent

Sno	Particulars	No of respondents	Percentage
Age wise Classification			
1	<=20	26	14.0
2	21-30	88	47.3
3	31-40	33	17.7
4	>40	39	21.0
Gender			
5	Male	64	34.4
6	Female	122	65.6
Marital Status			
7	Married	86	46.2
8	Unmarried	86	46.2
9	Widow	14	7.6
Educational Qualification			
10	Diploma	53	28.5
11	UG	130	69.9
12	PG	3	1.6
Average monthly Income			
13	<=10000	28	15..1
14	10,001-15,000	55	29.6
15	15,001-20,0001	70	37.6
16	>20,000	33	17.7
No of dependent			
17	<=2	36	19.4
18	3 – 4	136	72
19	>4	16	8.6

From above table it can be inferred that most of the respondent have express neutral opinion to Family matters incurs more time , Family worries or problems distracts , Family obligations reduce relax and Family activities stops job Involvement interference with job performance

Table: 2 Family Responsibilities Interfere With Job Performance

Sno	Factors	Family matters reduce the time	Family worries or problems distract	Family activities stops job Involvement	Family obligations reduce relax
1	Strongly Agree	12.4	8.6	4.3	4.3
2	Agree	32.8	15.6	15.6	18.3
3	Neutral	45.7	56.5	45.2	60.2
4	Disagree	9.1	19.4	34.9	11.3
5	Strongly Disagree	0	0	0	5.9

Table:3 Job Responsibility Interfere With Family Life

	Factors	Job reduces time spend with the family	Think and worry about work	Problems at work make irritable	work involves a lot of time	Job takes up so much energy
1	Strongly Agree	32.3	27.5	39.2	15.6	41.9
2	Agree	34.4	31.2	28	39.2	20.4
3	Neutral	20.4	13.4	19.9	16.1	32.3
4	Dis Agree	12.9	20.4	12.9	18.3	5.4
5	Strongly Dis-Agree	0	7.5	0	10.8	0

From above table it can be inferred that most of the respondents strongly agree to the Job taking much of the energy and Problem at work creating irritability .Similarly most of the respondents also agree that the job reduces time spent with the family. Thinking and worrying about their work and works involves a lot of time.

Table4:Table Barrier of Work Life Balance

Sno	Description	Mean Score	Rank
1	Overtime	3.75	4
2	Work load & work stress	2.31	1
3	Inadequate of Training	6.08	6
4	Support from colleagues	3.04	2
5	Facilities	3.65	3
6	Support from family	7.16	8
7	Health issues	7.31	9
8	Time management	4.93	5
9	Updating of technology	6.76	7

From above table it can be inferred that work load and work stress is ranked as1st factor that affecting work life balance followed by ,Support from colleagues ,facilities, overtime, time management, Inadequate of Training, Updating of technology and support from family.

From the above table it can be inferred that Job sharing is ranked 1st factor that will help to overcome work life balance followed by Flexible work time ,Support from colleagues , prioritizing family and work , Training , Managing time, counselling and support from family.

Table 5: Overcoming Barrier of Work life Balance

Sno	Description	Mean Score	Rank
1	Flexible Work timing	2.89	2
2	Job Sharing	2.48	1
3	Training	5.30	5
4	Counselling	5.48	7
5	Support from colleagues	3.08	3
6	Support from family	6.49	8
7	Managing time	5.46	6
8	Prioritizing family & work	4.84	4

Table 6: Cross Tabulation Between Income And Level of Work Life Balance

Income	level of work life balance			
	Low	Moderate	High	Total
<10000	13	15	0	28
10001-15000	10	43	2	55
15001-2000	19	37	14	70
>2000	3	17	13	33
Total	45	112	29	186

Ho: There is no significant relationship between Income of the respondent and Level of work life balance

H1: There is a significant relationship between Income of the respondent and Level of work life balance

Chi-Square results			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	36.376 ^a	6	0.000
Likelihood Ratio	38.980	6	
Linear-by-Linear Association	21.175	1	
N of Valid Cases	186		

From above table it can be clearly inferred that the calculated value 0.000 is less than the 5 % level of significance. So the null hypothesis is accepted. From the study it is inferred that there is no significant relationship between Income of the respondent and level of work life balance

Employee’s income is no way related to level of work life balance pertaining to health care industry. If income increases Responsibility workload and stress also increases especially in critical care Unit . Income of an individual employee will not satisfy the personal, family and social need, Although majority of respondent family dependent on their income

V. SUGGESTIONS

- Company should provide housing facility & Transport facility for their employees by which employees will save the time and concentrate on work and family commitments.
- Counselling and personal mentoring to individual employees and make sure all the employees are in comfortable zone at work.
- Promoting rest time in duty hours especially in critical care department, employees should take break to relax from work stress.
- Flexible shift timing will help to improve the quality of work life balance. Based on the employees need they can choose working time and which will help to increase productivity. Employees can better manage their time around all obligations.
- Multi task in work will reduce concentration on work and will create unnecessary work stress and tension so employee should engage in single task at a time.
- Proper training programs pertaining to personality development by which employees will prioritize the work and commitment.
- There should be boundaries for everything, allowing personal cell phone and accessing personal mail should be avoided so that deviation from work will be controlled and will reduce work load and work

stress.

- Providing child care benefits, most of the nursing staff are married women so this option will remove some stress and it can help to achieve balance.
- Providing help to employees to get every day task done. Most of the employees to get more of their personal errands and household responsibilities handled during work hours. Employer could even offer a discount in some cases like free lunch, Tax preparation, convenience store, laundry facility etc.

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