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A Study on Work Life Balance of Nurses Working In Multi Speciality Hospitals in Coimbatore District

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Abstract

At the end of each day, career women face challenges due to work and family commitments. The majority of nurses struggle to strike a work-life balance, and the majority of women work during the week. As a result of having to balance multiple responsibilities at home and at work, women reported that their lives have become more difficult to manage. The management of the hospital needs to be aware of this situation and review it on a regular basis. They can help these women achieve work-life balance by creating a supportive environment. This article uses primary and secondary data in full. The difficulties nurses face in maintaining a work-life balance are highlighted in this article.

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1. Introduction

Work-life balance is a broad concept that includes setting appropriate priorities for work and life. The phrase "lifestyle balance" is included in the broader sense. Many workers struggle every day to balance their work and family responsibilities because of globalization, downsizing, and flexible work schedules. As urbanization and modernization accelerate, Indian families are experiencing rapid change. Indian women from all socioeconomic classes are working for money. Indian women's access to educational opportunities is significantly expanding right now, particularly in urban areas. New perspectives, heightened awareness, and aspirations for personal development have resulted from this. Women face unique pressure when they are required to play a variety of roles at once. Numerous pretending has been found to meaningfully affect the psychological wellness and actual wellbeing of expert ladies. In specific cases, ladies with various jobs are accounted for to have preferable physical and mental wellbeing over ladies with fewer jobs. A woman who works has two roles to play: one that is professional and the other are personal.

In the context of India, this has a significant impact on an individual's performance. Role clash also occurs when personal stress affects job performance in the opposite way. A person achieves work-life balance when they are able to balance competing demands on their time and energy in a way that meets their needs for well-being and self-fulfillment.

A person can perform well and produce more if they simply enjoy their work and get satisfaction from it. Job satisfaction comes from completing tasks and achieving goals. Well-being and happiness, which is the fundamental meaning of personal life, can be achieved through job satisfaction, achievement of goals and objectives, and satisfaction of personal needs.

With a wide range of requirements and expectations, the Indian health care sector is expanding. In the health care industry, nurses make up the largest workforce. They play a crucial role in meeting the needs of the patient. A nurse's job basically requires them to work in shifts, either for shorter periods of time with or without breaks. They have to work for a wide range of people, including those with mental disabilities, criminals, stressed-out individuals, and so forth. In addition, nurses are confronted with issues brought on by

other health care workers, such as bullying, harassment, persistent and unreasonable performance expectations, improper or misleading communications, office politics, and staff conflict, that puts a lot of pressure on a nurse and could have an impact on their family and work environment. The purpose of this study is to shed light on the positive and negative characteristics of multispecialty hospital nurses in Coimbatore District.

2. Statement of The Problem

Women were traditionally confined to tasks like cooking, cleaning, and raising children. They were not allowed to leave the house because they were regarded as caregivers or housekeepers. However, things have changed recently. Even outside of the home, they play a crucial role. Due to rising costs and necessities, most households have become dual earners due to the availability of educational and employment opportunities. Women's job prospects have also improved as a result of increased access to higher education, and stay-at-home moms are being replaced by successful businesswomen as role models. Ladies accomplished gigantic headway in different social statuses and leaving an imprint any place they are. However, little has changed about her role at home. Cooking, household chores, family obligations, and house management are still performed by the wife. The work-life balance is in jeopardy due to the increasing demands placed on families and the workplace.

They have chosen a career that best suits their interests and qualifications. Nursing Professional is one of these important professions. The healthcare sector is entirely service-oriented. Due to the large population and shifts in people's lifestyles, the health care industry's demand has also increased in a competitive world. However, the health care industry is still in its growing phase and has some limitations, which puts a lot of pressure on nurses and may affect their work lives. Job dissatisfaction, which ultimately results in a higher attrition rate and low morale, is caused by the pressure of extended working hours, mandatory overtime, the possibility of death, and an increased stress level at their job. In this context, it would be more pertinent to investigate the issue of nurses' work-life balance, which has the potential to reduce attrition in the health care industry and increase employee job satisfaction.

3. Review of Literature

K. Santhana Lakshmi *et al.* (2012) ^[4] analyzed the WLB of female nurses in hospitals by conducting a comparative study of Government and Private hospitals in Chennai, India. It has found out that 53% of the women were struggling to achieve WLB. The objectives of the study were to identify the influence of work place environment and stress related issues on the emotional status of female nurses, to analyze the features of motivation initiatives adopted by the hospitals, and to examine the factors which determine the satisfaction of female nurses. The objectives set for the study required collection of primary data from the female nurses in Government and Private Hospital. Therefore a questionnaire was drafted, field tested and then finalized. The response was collected from the female nurses through a survey and this data was subjected to statistical analysis, using tools like Multiple Regression and t-test. However, the study considered

women nurses working in two or three specific fields. Moreover, the study was conducted on a small scale, surveying only 400 employees from a Government and a Private Hospital. It was concluded that the WLB of both the Government and private nurses was a challenging one. There was a need for both hospitals to address the WLB related issues and support the female nurses to manage their WLB.

4. Scope of The Study

Nurses in Coimbatore District's work-life balance is the focus of this study. The researcher has tried really hard to find out how multispecialty hospital nurses balance work and life. The goal of the study is to find out how nursing professionals in Coimbatore District feel about work-life balance. The purpose of this study is to investigate the factors that influence work-life balance.

5. Objectives of The Study

1. To identify the nurses' demographic profile.
2. To determine the respondents' issues with maintaining a healthy work-life balance.
3. Based on the findings of this study, to suggest appropriate measures to improve employees' work-life balance.

6. Methodology

Primary and secondary data are used in this study. The essential information will be gathered through the poll from nurses from multispecialty hospital at Coimbatore District. Newspapers, books, journals, websites, research papers, and other projects that are related will be used to collect the secondary data.

6.1 Sample Design

The researcher has planned to use the convenient sampling method for this study in light of the size of the population. The study will be led among 200 respondents from 10 Multispecialty Hospital in Coimbatore District.

7. Analysis and Findings

Table 7.1: Work life balance of Nurses

Opinion	Frequency	Percent
Very well-balanced	16	8.0
Somewhat well-balanced	52	26.0
Balanced	22	11.0
Little out of balance	63	31.5
Out of balance	47	23.5
Total	200	100.0

Source: Primary Data

From the above table it is understood that maximum (31.5%) of the nurses from multispecialty hospitals reported little out of balance between their work and life, while 26% of the nurses somewhat managed well balanced work and family, 23.5% of the nurses expressed completely out of balance, 11% felt balanced and the remaining 8% of the nurses articulated very well balanced between work and life.

Table 7.2: Factors affecting the nurses in balancing their work life and family commitments

Attributes	Always Affects	Many Times Affects	Sometimes Affects	Does Not Affect
Work Hours	3	30	57	110
	1.50%	15.00%	28.50%	55.00%
Overtime	23	58	76	43
	11.50%	29.00%	38.00%	21.50%
Work from home after office hours	26	60	71	43
	13.00%	30.00%	35.50%	21.50%
Work on holidays	77	40	40	43
	38.50%	20.00%	20.00%	21.50%
Travelling away from home	23	59	57	61
	11.50%	29.50%	28.50%	30.50%
Excessive household work	17	45	47	91
	8.50%	22.50%	23.50%	45.50%
Negative Attitude of family/Spouse	25	33	72	70
	12.50%	16.50%	36.00%	35.00%
Negative Attitude of Supervisor/Colleagues	64	44	44	48
	32.00%	22.00%	22.00%	24.00%

Source: Primary Data

Based on the opinion of the nurses with respect to factors affecting them in balancing their work life and family commitments it is clear that most (55%) of the women indicated that the working hours does not affect their work life balance, while 28.5% of the women employees opined sometimes affects their work life balance, 15% felt many times and only 1.5% of them stated always their work life balance is affected due to uneven working hours.

8. Suggestions

The harmony among individual and expert life fluctuate from one individual to another. Over time, each person's ideal work-life balance will differ. Work-life balance strategies differ for women who are single, married, or have children. The following recommendations are derived from the study's findings.

- It is suggested that hospitals establish a work-life balance cell in order to evaluate the level of employees' expectations and perceptions of the concept. Only then can they attempt to maximize employee satisfaction and ensure the well-being of their workforce. Hospital administrators should concentrate on the most important aspects of work-life balance in order to boost employee morale and productivity in the face of fierce competition in the service sector.
- The hospital should provide childcare and support for employees who have commitments outside of work. It would be beneficial to the hospitals to retain skilled nurses at all levels.
- By assigning a minimal amount of work, a stress-free atmosphere can be created. Hospitals may offer courses on how to manage stress effectively. Typically, they are able to raise awareness and demonstrate stress-relieving techniques. Employees can receive appropriate training in stress management techniques like yoga and meditation.
- It is exceptionally important to comprehend that married women with kids need more authoritative help than the unmarried and married nurses without any youngsters. Therefore, the employee bears the primary responsibility for carefully crafting human resource policies that maximize the nurse's potential.

Conclusion

In India, women now take part in everything from sports and education to politics and the media to art and culture to the service industry to science and technology. Good education, the benefits of family planning and health care, child care, and good job opportunities will undoubtedly contribute to the development of more self-assured and healthy women. Women's participation is crucial to their own advancement and advancement of social status. According to the study, family-friendly policies like parental leave, job sharing, and child care facilities, among other things, should be provided within the organization to encourage women to demonstrate their competence. Nurses should also be given autonomy and flexibility in their work. More than 85% of working women agreed that they should be given post-maternity leave and child care facilities at work so that they don't have to worry about keeping up with their professional and household responsibilities. Besides the association ought to likewise put forth attempts for making the climate family-agreeable. Understanding that married working women with children will only be able to perform at their best with full organizational support is critical. Therefore, it is essential to treat each hospital with the utmost care in order to maximize the potential of nurses. They should work on its policies regarding work-life balance, which will assist in reducing conflicts between work and personal lives and enable its nurses to become more effective in all roles, particularly professional ones. As a result, the findings of our study could also serve as a guide for HR professionals to redesign their policies regarding work-life balance to ensure the wellbeing of all nurses.

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