



A STUDY ON THE WORK- LIFE BALANCE OF GOVERNMENT HOSPITAL NURSES IN THE THOOTHUKUDI DISTRICT OF TAMIL NADU

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ABSTRACT

Skilled women are disputed by work and family commitments at the end of each day. maximum women are working out throughout the week and a maximum of the nurses are blundering to attain work-life balance. Women described that their life has turned into a juggling act as they've had to shoulder numerous liabilities at work and home. The hospital administration needs to exist aware of this situation of nurses and periodically reanalyze their situation. They can generate a supporting surrounding to assist these women to attain work-life balance. This paper is entirely based on Primary and Secondary data. This paper highlights the results interconnected with the work-life balance of nurses.

Keywords: Work Life Balance, Family Commitment, Responsibility

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INTRODUCTION

Work-Life Balance is a wide concept containing correct prioritizing between, Work' on one hand and, life' on the other. In the wide sensation, the tenure includes "life balance". Globalization, downsizing, and adjustable work patterns have left numerous workers with the

emotion of raising work demands and stress, and a day-to-day struggle to handle their work and family liabilities. Indian families are witnessing quick changes due to the multiplied pace of urbanization & modernization.

Indian women belonging to all strata have entered into the remunerated profession.

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nowadays, Indian women's exposure to educational chances is mainly raising, particularly in the urban setting. This has opened new perspectives, raised attention, and expressed ideas of individual growth. Women are challenged to achieve a collection of different tasks together with special stress. numerous tasks- playing have existed constitute to retain both positive and negative personal effects on the psychological health and bodily health of professional women. In certain examples, women with multiple tasks are reported to have better physical and mental health than women with small tasks.

A working woman has two tasks to play namely professional and individual task. This has sense in adapting the performance of an individual, particularly in the Indian environment. task clash is also caused by the reversed relation that's individual place tension affecting job performance. Work- life balance is a state where an individual manages genuine or implicit conflict between different requisitions on their moment and energy in a way that satisfies their requirements for well- being and personality- fulfillment

A person who enjoys the work and derives satisfaction alone can perform well and produce further. The achievement of tasks and aims leads to job satisfaction. Job satisfaction, achievement of aims and goals, and fulfillment of particular demands lead to well- being and happiness, which is the introductory meaning of particular life. The Indian healthcare sector is growing with a wide range of demands and expectances. Nurses engage the largest employment group in the healthcare industry. They're crucial players in meeting the patients " needs. The job nature of a Nurse is mainly that they've to work in shifts, work for longer shifts with many breaks or without breaks. They've to work for varied people indeed the mentally retarded, criminals, stressed persons, etc. Besides nurses are facing problems from other health care workers like bullying, aggravation, nonstop unreasonable performance demands, indecorous or deceiving messages, office

politics and conflict among staff etc., which creates heavy pressure on a nursing professional and it may affect the family and work atmosphere. This study reported now's aimed to deliver perception into the positive and negative aspects of Government Hospital Nurses in Thoothukudi District.

STATEMENT OF THE PROBLEM

Traditionally the task of women was confined to cookery, cleaning, raising children, etc. They were looked upon as caregivers or as home keepers and were denied access outside the home. But now the story is different. They've an important task to play truly outside the home. With the implicit education and employment chances now, utmost homes have turn binary earners because of the increase in expenditures and essentials. The expansion of advanced education has also enhanced job prospects for women and there's a shift in the task models from stay- at- home mothers to successful professional women. Women achieved tremendous progress in every walk of life and made a mark wherever they are. But her task at home has not changed much. The woman still cooks, does extended family work, takes care of the family members, and family commitments, and runs the house. With the increase in pressure at the workroom and important demands at home, the work- life balance is at stake.

They have chosen their career as per their want and eligibility. One of the important careers among them is Nursing Professional. The healthcare industry is completely service introduced. In the competitive world, the demand for the health care industry has also increased because of the huge population and change in life of the people. Still, the healthcare sector is in a growing phase with certain limitations, which creates heavy pressure on Nursing Professionals and it may affect their work life. The pressure from extended working hours, mandatory overtime, chances of getting departed, and increased stress situation at their job leads to job dissatisfaction which finally ends up with an advanced attrition rate and low



morale. In this atmosphere, it would be more applicable to make an attempt to study the problem related to the Work- Life Balance of Nurses which may help the healthcare sector to drastically reduce the attrition rate and to deliver a high rank of job satisfaction to the Nurses.

SCOPE OF THE STUDY

This study emphasizes on the Work-Life Balance of Nurses in the government Hospital of Thoothukudi District. The researcher has made a sincere attempt to determine the Work-Life Balance of Nurses working in Government hospitals. The study is expected to identify the perceptual level of Work-Life Balance of Nursing Professionals in Thoothukudi District. This research is focused on analyzing the factors determining the work-life balance.

OBJECTIVES OF THE STUDY

The following are the objectives

1. To study the demographic profile of the nurses.
2. To identify the problems of the respondents with regard to work life balance.

3. To suggest appropriate measure to improve the work life balance of employees based on the findings of the present study.

METHODOLOGY

This study is based on both primary data and secondary data. The primary data will be collected through the questionnaire from Nurses working in Government hospitals in Thoothukudi District. The secondary data will be collected from newspapers, books, journals, websites, research papers, and other related projects.

SAMPLE DESIGN

By considering the size of the population, the researcher has planned to adopt a Convenient sampling method for this study. The survey will be conducted among 100 respondents from 20 Government Hospitals in Thoothukudi District.

ANALYSIS & FINDINGS

Demographic data such as age, marital status, type of family, educational qualification and etc., represent specific geographic locations and are often associated with time. The following table 1.1 shows the demographic variable of the nurses.

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SOCIO-ECONOMIC VARIABLES OF NURSES

S.No	Age	Percentage
1.	Less than 20	0
2.	20-30	41.67
3.	30-40	37.50
4.	40-50	16.67
5.	Above 50	4.17
	Total	100.0
	Marital Status	Percentage
1.	Married	74.17
2.	Unmarried	25.0
3.	Widow	0.83
	Total	100.0
	Type of family	Percentage
1.	Joint	22.50
2.	Nuclear	77.50
	Total	100.0
	Education	Percentage
1.	Diploma	10.83
2.	UG	78.33



3.	PG	10.83
	Total	100.00
	Size of family	Percentage
1.	Less than 3	23.0
2.	3-5	56.0
3.	5-7	15.0
4.	Above 7	6.0
	Total	100.0
	No. of dependents	Percentage
1.	Less than 3	66.0
2.	3-5	32.0
3.	Above 5	2.0
	Total	100.0
	Night Shift disturb your social life	Percentage
1.	Agree	52.50
2.	Disagree	47.50
	Total	100.0
	Night shift affect your attitude	Percentage
1.	Sometimes	41.67
2.	Never	45.00
3.	I don't know	13.33
	Total	100.00

The above table showed that 41.67 percent of the nurses belong to the 20 – 30 years of age category. The majority of 74.16 percent of the respondents were married and 74.17 percent of the nurses had a nuclear family. Most of the nurses fall in the 5 – 10 years working experience category. 56 percent of respondents are 3-5 people in the family. Majority of the nurse's 66 percent less than 3

dependents. The majority of the nurse's 78.33 percent were UG qualified. More than fifty percent of nurses' social life is disturbed due to their night shift duty. Moreover, 41.67 percent of nurses accepted that the night shift affects their attitude and personality. Nurses also reported that they were suffering from mood swings after their night shift.

Work Life Balance of Women Nurses

S.No	Statement	Yes	No
1.	During working hours women feel more pressurized due to family responsibilities	68	32
2.	Women's career development has slowed down due to family responsibilities	58	42
3.	Job leaves less time for her kids	75	25
4.	Job leaves less time for her husband	63	37
5.	Nurses with small kids find it difficult to manage their house and office work	67	23
6.	In case of conflict between household work and office work, preference is given	44	56



	to household work		
7.	Provision of childcare facilities at workplace will help nurses to do their work properly	81	19
8.	Flexible work arrangements should be there for nurses	81	19
9.	Post maternity leave should be given to nurses	94	6

68% of the nurses realized that they were more pressurized due to family responsibilities. 58% of nurses realized that their career development has slowed down due to family responsibilities. The majority of our respondents were of the view that their job leaves less time for their kids and husband. 67% of the nurses found it difficult to manage their household and office work. In case of conflict between household work and office work, 44% of nurses give preference to household work. 81% of nurses were in the favour of flexible work arrangements that should be provided to every working woman to manage their household and office responsibilities. They also wanted the organization to provide them with childcare facilities. Further, 94% of nurses also wanted that post – maternity leave should be given to them.

SUGGESTIONS

The balance between particular and professional life varies from person to person. The stylish individual work- life balance will vary over time. The work – life balance strategies differ for single, wedded women and women with children. Based on the findings of the study the following suggestions are drawn

- The hospitals are advised to establish a work- life balance cell at their hospital in order to analyze the position of their workers “ expectances and perception of the work- life balance conception. also, only they can insure the well- being of their workers and try to maximize the workers “ satisfaction. Since the hospitals are facing high competition in the service assiduity, in order to increase the productivity and morale of the workers, the hospital

authorities are advised to concentrate on the main key confines of work- life balance.

- The hospital should go for childcare and also support the workers non-work commitments. It would help the hospitals to retain talented nurses at every status.
- A stress-free atmosphere can be created by giving a minimal workload. Courses on effective stress handling can be introduced by hospitals. generally, they can produce consciousness and demonstrate ways to reduce stress. Proper yoga and meditation training can be given to the workers to manage with stress
- It's actually necessary to understand that wedded women with children necessitate further organizational support than unattached and wedded nurses with no children. So, it's the high responsibility of the worker to take care while designing the mortal resource procedures so that they can best exercise the nurse’s potentiality.

CONCLUSION

Women in India now participate in all exercise similar as education, sports, procedures, media, art and culture, service sectors, science and technology, and the suchlike. Attitudinal changes towards women’s task in the family due to good education, benefits of family planning and health care, child care, and good job chances will surely help in the development of further confident and healthy women. Women’s participation is important for their own particular advancement and the enhancement of status in society.

From the study, it was established that family – friendly programs like maternal leaves, job- participating arrangements, provision of childcare establishments,etc. should be



supplied in the institution so that women can be encouraged to prove their competency. Further, work flexibility and autonomy should also be given to nurses. further than 85 of working women agreed that post-maternity leave and childcare establishments at the workroom should be given to them so that they do not have to face any problems in maintaining their extended family and professional tasks.

Also, the institution should also make exertions for making the atmosphere family – friendly. It's actually important to understand that married working women with children will be suitable to show the stylish performance only if they've full organizational support. So, in order to stylish exercise the potentiality of nurses, it's essential for every clinic with utmost care. They should work on their work- life balance programs which will help in reducing work- life conflict and enable nurses to turn more effective in all tasks, especially the professional task. Hence our study could also act as a guide for HR practitioners in redesigning their programs in relation to work – life balance thereby icing the well- being of all nurses.

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