

# A STUDY ON WORK LIFE BALANCE OF NURSES IN PRIVATE HOSPITALS IN DHARMAPURI TOWN

**G. RAMA MOORTHY**

Ph.D. Research Scholar  
Department of Commerce  
Annamalai University  
Annamalainagar – 608 002

**Dr. A. SIVANANDAM**

Assistant Professor and Head  
Department of Commerce  
BRPT Dr. MGR Government Arts and Science College  
Palacode - 636 808

## Abstract

Profession women are tested by work and family commitment toward the finish of every day. Greater part of women are working through their life has turned into a juggle go about as they need to bear a considerable measure of duties at work and home. The healing facility administration should know about this status of attendants and now and again audit their detail out week and dominant part of the medical caretakers are worried to accomplish work life adjust. They can make supportive condition to enable these women to accomplish work life adjust. This article is based on primary and secondary information.

**Key words:** Work life balance, family devotion, responsibility, women in employment, etc.

## 1. Introduction

Work life balance is an open idea including appropriate organizing between work on one hand and life on the other. In the more extensive sense, the term incorporates way of life adjust. Globalization, cutting back and stretchy work designs have left numerous representatives with a sentiment of expanding work requests and weight, and a day by day opposes to deal with their work and family obligations. Indian families are encounter fast changes because of the expanded pace of urbanization and change. Indian women have a place with all courses have gone into paid work. Presently, Indian women contact to instructive open doors is fundamentally expanding, especially in the urban setting. This has opened new vistas, expanded mindfulness and raised goal of self-improvement. Women are required to execute a gathering of various parts in the meantime with its selective weight. Various pretending has been found to have both positive and negative impacts on the psychological wellness and physical wellbeing of specific woman. In certain occasion, women with a few parts are accounted for to have preferred physical and passionate wellbeing over women with fewer parts. A working woman has two parts to play specifically expert and individual part. This has suggestion in compelling the introduction of an individual particularly in Indian setting.

Part conflict is additionally caused by the upset connection that is close to home level pressure influencing work execution.

Work life adjust is where an individual oversees genuine or conceivable clash between various requests on their chance and vitality in a way that fulfills their requirements for prosperity and self-satisfaction. A man who appreciates the work and infers delight alone can perform well and turn out additional. The achievement of errands and objectives leads for work fulfillment. The activity fulfillment, achievement of objectives and goals, finishing of individual prerequisites prompts prosperity and joy, which is the fundamental hugeness of individual life. Medical attendants draw in the major utilizing bunch in human services industry. The activity idea of a Nurse is fundamentally that they need to work in shifts, work for longer moves with a couple of breaks or without breaks. They need to work for changed people notwithstanding for rationally impeded, offenders, worried individuals, and so on. This exploration detailed here is expected to introduce bits of knowledge into positive and negative parts of private hospitals' Nurses in Dharmapuri town.

## 2. Statement of the problem

Normally the part of women was confined to cooking, cleaning, bringing up youngsters, and so on. They were viewed as home caretaker and were without access outside home. They have a critical part to play even outside the home. With the potential instruction and administration openings today, most homes have turned out to be double workers in view of increment in costs and necessities. The development of advanced education enhanced employment prospects for women and there is a move in the good examples from homemakers to fruitful master women. Women accomplished awesome advancement in each stroll of life and made a check wherever they are. The spouse still cooks, does family unit work, deals with the relatives, family duties and runs the house. With increment in worry at work put and essential trouble at home, the work life security is in question. They have picked their profession according to their desire and qualification. One of the vital professions among them is nursing prepared. Medicinal services industry is completely benefit inclining. In this unique situation, it would be more identified with make an endeavour to examine the issue related to work life balance of Nurses which may enable the wellbeing to mind segment to essentially diminish the steady loss rate and to show abnormal state of occupation fulfillment to the Nurses.

## 3. Review of literature

Gupta and Sharma (2016) found that work life lopsidedness and employment push have turned into the extremely evident part of present Indian way of life. It was seen that ineffectual work courses of action, poor working conditions, long working hours, bring down salary and pressurized workplace were the central point impacting representatives work life adjust. This

awkwardness prompted dissatisfaction and worry in work and home areas Organizations in India still neglect to understand that a strong and fruitful work life culture, acknowledgment and regard for representatives' obligations and duties outside work is fundamental Organizations having a steady work culture portrayed by work time and work life adaptabilities, adds to expanded work life adjust and worker profitability.

Tara Shankar and Jyotsna Bhatnagar (2014) propose an applied model to be tried observationally. The development of a hearty scale for estimation of work-life balance is accentuated. The proposed demonstrate centers around corresponds of work-life balance develop and its association with different factors, for example, representative commitment, passionate consonance/disharmony and turnover aim.

Kannagi and Mahalingam. (2013) examined the nature of work life among non administrative representatives in Neyveli Lignite Corporation, Neyveli. They chose 792 non-administrative representatives with a specific end goal to decide the noteworthiness of ten classes of QWL recognitions. They are; pay and remuneration, preparing improvement, acknowledgment, profession advancement, employer stability, work content, wellbeing estimates, work plan, relational relations, and workplace.

#### **4. Objectives of the study**

1. To examine the profile of the Nurses in private clinics in Dharmapuri town.
2. To group the issues of the respondents concerning work life balance by the Nurses in private hospitals in Dharmapuri town.
3. To suggest appropriate measures for the work life balance of Nurses in private hospitals in Dharmapuri town.

#### **5. Methodology of the study**

This study depends on both primary data and secondary data. The primary data were collected through questionnaire. The secondary data were gathered from daily papers, books, diaries, sites, etc.

#### **6. Sampling design**

Through consider the span of the populace the researcher has wanted to embrace advantageous testing technique for this examination. The overview will be directed among 100 respondents from 23 private hospitals in Dharmapuri town.

## 7. Findings

The demographic profile of the respondents is as follows:

**TABLE 1**  
**Demographic Variable of the Nurses**

S. No.	Category	Percentage
<b>1</b>	<b>Age (years)</b>	
	20-30	43.65
	30-40	35.52
	40-50	15.65
	50 and Above	5.18
<b>2</b>	<b>Marital Status</b>	
	Married	73.00
	Un-Married	24.00
	Widow	3.00
<b>3</b>	<b>Type of Family</b>	
	joint family	24.50
	nuclear family	75.50
<b>4</b>	<b>Work Experience (Years)</b>	
	20 and Above Years	5.20
	15-20 Years	13.50
	10-15 Years	15.65
	5-10 Years	35.65
	Less than 5 Years	30.00
<b>5</b>	<b>Education</b>	
	Diploma	9.84
	UG	78.37
	PG	11.79
<b>6</b>	<b>Night Shift Disturb your Social life</b>	
	Agree	55.60
	Disagree	44.40
<b>7</b>	<b>Night Shift Affect your Attitude</b>	
	Sometimes	40.70
	Never	44.00
	I don't know	15.30

Source: Primary data

The above table demonstrated that 43.65 per cent of the respondents belong to 20-30 years. Greater parts of the respondents are married. A large portion of the respondents are having 5-10 years of experience. Lion's share of the respondents is having UG qualification.

**TABLE 2**  
**Work Life Balance of Nurses**

S. No	Statements	Yes (%)	No (%)
1	During working hours women feel more pressurized due to family responsibilities	62	38
2	Women's profession improvement has slowed down due to family responsibilities	59	41
3	Job leaves less time for her kids	70	30
4	Job leaves fewer time for her husband	67	33
5	Nurses with small kids find it hard to manage their house and office work	65	35
6	In case of difference between household work and office work, favorite is given to household work	42	58
7	condition of childcare services at workplace will help nurses to do their work correctly	85	15
8	Flexible work preparations should be there for nurse	79	21
9	Post motherhood leave should be given to nurses	88	12

Source: Primary data

The above table demonstrated that 62 per cent of the respondents understood that they were more under strain because of family obligations. 59 per cent of the respondents understand that their vocation increment has backed off because of family duties. 70 per cent of the respondents were of the view that their activity allows for their children and spouse. 65 per cent of the respondents thought that it was difficult to deal with their family unit and office work. If there should be an occurrence of contention between family circle work and work, 42 per cent of the respondents offer preference to family work. 79 per cent of the respondents were in the bias of adaptable work arrangements that ought to be given to each working ladies to deal with their family unit and office duties.

## 8. Recommendations

1. The hospitals are encouraged to establish a work life balance cell so as to examine the level of their worker's chance and mindfulness on the work life balance concept.
2. The hospitals ought to go for childcare and furthermore hold up the representatives for non-work duties.
3. Naturally they can make mindfulness and exhibit practice to decrease the pressure. Appropriate yoga and contemplation preparing can be given to the nurses.

## 9. Conclusion

Women in India presently contribute in all conduct, for example, training, sports, approaches, media, workmanship and culture, benefit segments, science and innovation and so forth. Over 85 per cent of working women concurred that post maternity leave and tyke mind offices at work environment ought to be given to them with the goal that they don't need to confront any issue in keep up their family circle and expert parts. They should take a shot at its work life adjust approaches which will help in expanding work life strife and empower its medical caretakers to wind up more important in all parts especially the expert obligation Hence our investigation could likewise go about as a direct for HR professionals in upgrading their arrangements in connection to work life adjust subsequently guaranteeing the prosperity all things considered.

## 10. Reference

- Chawla Deepak., & Neena Sondhi (2011). Assessing Work-Life Balance among Indian Women Professionals. *The Indian Journal of Industrial Relations*, 47 (2).
- Delina, G., & Prabhakara Raya, R. (2013). A Study on Work-Life Balance in Working Women. *International Journal of Commerce, Business and Management*, 2 (5).
- Dilek Yildirim & Zeynep Aycan (2008). Nurses' Work Demands and Work-Family Conflict: A Questionnaire Survey. *International Journal of Nursing Studies*, 45.
- Jerina Bee, A., Baskar, K., & Vimala, V. (2013). Organizational Culture on Work-Life Balance among Married Women Employees Productivity. *Indian Streams Research Journal*, 3 (1).
- Lavanya, L., & Thangavel, N. (2014). Work-Life Balance Practices and Demographic Influence: An Empirical Approach. *IOSR Journal of Business and Management*, 16 (1), January.
- Lockwood Nancy, R. (2003). Work-Life Balance: Challenges and Solutions. *SHRM Journal*, 48 (6).