

WORK LIFE BALANCE OF NURSES WITH SPECIAL REFERENCE TO MULTI SPECIALITY HOSPITALS IN SALEM DISTRICT – AN EMPIRICAL STUDY

Dr. V. SELVANAYAKI

Professor cum Principal

Vinayaka Mission's Annapoorna College of Nursing
Salem, Tamil Nadu

1. Introduction

Work life balance puts insights in scheduling an equal number of hours for various work and personal activities. Creating work life balance is a continuous process and large number of organizations is working on it to make the process easy for their employees. In recent years organizations have started to realize the importance of work life balance and started innovate methods to keep their employees happy and satisfied, as it makes office a better place to work and also positively impact productivity. Over the past two decades, the work pressure has increased due to advances in information technology, competitive work environment, the need for quick response and importance attached to customer service. In a society filled with conflicting responsibilities and commitments, work life balance has become a predominant issue in the workplace. Employees in global communities want flexibility and control over their work and personal lives. In recent times, the positive impact of work life balance have been felt in various sectors namely, IT, health care, financial service, SMEs, police, transportation, education, and call centres. Both the work and family life domains influence each other in a positive way. A balanced engagement in work and family roles results in reduced work family conflict and stress. Positive balance leads to high level of attention, time involvement and commitment.

2. Statement of the problem

Work life balance is the daily achievement and enjoyments in all aspects of life, namely work, family, friends, health and spirit. In this global era, employees are continually challenged by the demands of full time work and when the day is done at office, they carry more of the responsibilities and commitments to home. Most of them are struggling to achieve work life balance when the work started to dominate one's personal life, career, and ambitions then results in poor balance. The issues like improper working schedule, long working hours, night shifts and work place discriminations results in stress. Hospital industry is an important component of the value chain in Indian health care industry rendering services and recognized as health care delivery industry. Hospitals confront with great competitions and scarce resources. Nurses working in

hospital settings are vulnerable as the context of nurses' work may be difficult and stressful. The patients frequently expects how well the staff nurses interact and work together and it is also indicated how happy the staff nurses appears with lots of smiling faces in spite of their issues and challenges, regulatory environment and most importantly quality control which influences the work life balance of the employees. Nurses are essential to the management of patient care in hospitals and other health care facilities. Nurses take care of the patients and their family and in turn influence the productivity and performance of hospitals. The achievement of better work life balance can yield dividends for employees in terms of, having a more motivated, and less stressed work force that feels valued, attracting a wide range of candidates, such as older part-time workers and carers, increased productivity and reduced absenteeism, gaining the reputation of being employer of choice, retaining valued employees, achieving reduced costs and maximizing available labour.

3. Need for the study

The present study mainly focuses on analyzing the employees' opinion on various factors influencing work life balance such as hospital work environment and personal life. The study confines to the awareness level and effect of work life balance among staff nurses with reference to select private hospitals in Salem. The present study puts insights on the in depth research of hospitals in Salem. The gradual transitional phase of Salem city to its corporation status led to the faster growth of multispecialty hospitals as unique service provider. The challenge of work life balance is rising to the top of many employees and employers consciousness. An effective work life practice facilitates a symbiotic relationship between employee and employer for their mutual benefits. The study will provide practical exposure in connected to the practice of work life balance among staff nurses. Findings of the present study will be useful to the administrators and human resource professionals in hospitals to create a feasible environment and thus results in quality of patient care.

4. Objectives of the study

The study has the following objectives:

1. To study the need and importance of work life balance of nurses.
2. To measure the work life balance practices applied in the nurses in multi-speciality hospitals in Salem.
3. To examine the satisfaction level of the nurses towards work life balance in the select multi-speciality hospitals in Salem.

5. Research design

The present study is descriptive in nature which deals with the quality and personality of the respondents. The study describes the existing level of awareness on work life balance and the present working environment, and factors responsible for imbalance among nurses in hospital. The researcher collected the primary data from 130 nurses with the help of schedule. Percentage analysis, analysis of variance, factor analysis, correlation, discriminant function and regression analysis were employed.

6. Analysis and interpretations

TABLE 1
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Promotion	130	1	5	2.78	1.443
Appreciation	130	1	5	2.75	1.468
Pension scheme	130	1	5	2.77	1.481
Welfare facility	130	1	5	2.63	1.336
Working condition	130	1	5	2.61	1.350
Recreation	130	1	5	2.76	1.346
Leave facilities	130	1	5	3.02	1.392
Growth opportunity	130	1	5	2.98	1.425
Training	130	1	5	2.69	1.334
Nurses attitude	130	1	5	2.56	1.375
Job satisfaction	130	1	5	2.75	1.364
WPM	130	1	5	2.68	1.415
Team spirit	130	1	5	2.57	1.239
Work load	130	1	5	2.48	1.490
Valid N (list wise)	130				

TABLE 2
Relationship between Age and Job satisfaction

		Job satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	
Age (years)	<=20	19	4	4	3	4	34
	21-25	4	0	0	7	4	15
	26-35	1	5	34	1	2	43
	35-50	8	3	1	10	3	25
	>50	4	3	2	0	4	13
Total		36	15	41	21	17	130

Chi-Square Test

	Value	DF	Asymptotic Significance (2-sided)
Pearson Chi-Square	103.437 ^a	16	.000
Likelihood Ratio	109.348	16	.000
Linear-by-Linear Association	3.547	1	.060
N of Valid Cases	130		

The P-value (0.000) is less than 0.05. The difference is considered for insignificant. This means there is no significant relationship between age and job satisfaction among the respondents.

7. Conclusion

In the competitive global scenario, employees in service sectors have more complications in balancing their work and family life. The staff nurses work in critical wards is confronted with heavy challenges. The hospital management could address such issues immediately by providing rotational system to the staff nurses. Proper work life balance of the employees will tend to produce pleasant hospital environment. Hospital needs to closely monitor the level of all factors, regarding their demographic, work place stress, motivation and other benefits which will improve the work life balance. The study reveals that demographic factor, working hours, travelling time, dependents such as parental and child care plays vital role in determining their work life balance.

8. Reference

- Bhuvanewari, P., Suganya, N.S., & Vishnupriya, K. (2012). A Study on Quality of Work Life among Employees in Neyveli Lignite Corporation Limited, Tamil Nadu. *Research Journal of Commerce & Behavioural Science*, 1 (4), 29-32.
- Cummings, T.G., & Worley, C.G. (1997). *Organization Development and Change*, Ohio: South-Western College Publishing, 303-304.
- Cunningham, J.B., & Eberle, T. (1990). A Guide to Job Enrichment and Redesign. *Personnel*, 67, 56-61.
- Danna, K., & Griffin, R. W. (1999). Health and Wellbeing in the Workplace: A Review and Synthesis of the Literature. *Journal of Management*, 25, 357-384.
- Feuer, D. (1989). Quality of Work Life: A Cure for All Ills? *Training: The Magazine of Human Resources Development*, 26, 65-66.
- Greenverg, J., & Baron, R. (1995). *Behaviour in Organization*. New Jersey: Prentice-Hall.
- Jagadeesh Chandran, G., & Baby, M.D. (2010). Measurement and Improvement of Quality of Work Life. *Southern Economist*, 48 (19), 47-50.
- Natarajan, C., & Vijai, C. (2014). Work-Life Balance among Women Employees in the Software Companies in Bengaluru City: An Empirical Study. *International Journal of Exclusive Management Research*, 1, 1-5.