



A STUDY ON WORK LIFE BALANCE AMONG PRIVATE HOSPITAL EMPLOYEES, COIMBATORE.

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Abstract: The present study focuses on work life balance among the private hospital employees at Coimbatore city. Work life balance refers to a person's ability to maintain the healthy balance between the work and the personal responsibilities in life. Hospital employees spend more time at the workplace rather than at home. Growth in the number of the workload will reflect to disturbed work-life balance of the hospital employees. So, it is necessary to know the work life balance of the private hospital employees at Coimbatore city.

KEY WORDS - Work life balance, Hospital employees, Organization policy.

INTRODUCTION

The performance of any hospital depends on its Doctors and nurses, which in turn depends on numerous other factors. They can be work related or family related or personal. How a person manages various aspects of his life helps in achieving balance at work and in private life. A major portion of an individual is spent at the work. Any problem either at workplace or at personal life will definitely affect the balance and thus it is very much essential that both are maintained well. The nature of their work requires the healthcare employees to work in shifts, work overtime, report to duty at odd hours, take care of people who are sick and are sometimes terminally ill. The recent trends like growing population, increasing awareness about healthcare will be putting a lot of burden on healthcare system. It is important to study the determinants of work life balance among healthcare employees, because they play a critical role in determining the efficiency, effectiveness and sustainability of health care systems.

SCOPE OF THE STUDY

- To analyze the work life balance among the private hospital employees.
- To find out that the private hospitals have made any changes in curriculum to develop the upcoming employees.
- To find out the awareness about the importance of work life balance.
- To study the socio-economic profiles and working conditions of the respondents.

STATEMENT OF PROBLEM

Work life balance is important for organization and employees. Stress can be caused by both work related factors and home or family related factors and many employees experience difficulties juggling their work responsibilities with their home responsibilities which lead to leave an organization. The major reason with employees to leave their job is to find a better work life balance. By implementing a work-life balance strategy employers can help to reduce stress in their work place. This can lead to a more motivated and loyal workforce, increased productivity, reduced absenteeism. The healthcare sector carries heavy responsibility and accountability which forces employees to encounter work life balance related issues. In this context, it would be more relevant to make an attempt to study the problem related to work life balance of hospital employees working in private hospital at Coimbatore city.

OBJECTIVES OF THE STUDY

- To assess the work-life balance among the private hospital employees at Coimbatore city.
- To determine the factor which causes the stress among the private hospital employees.

- To know the practices followed in private hospitals for work-life balance.

RESEARCH METHODOLOGY

- Research design adopted the study is descriptive method.
- Convenience sampling method is used for this study.
- A sample of 124 private hospital employees were selected on the basis of sampling method with the point of view private hospital employees how they are aware about work life balance. The study is based on both primary data and secondary data. The required data was collected through questionnaire. And also various additional information that is required for the study is collect through various magazines, journals, books, reports and various websites.
- The study was carried out during the period January to May, 2023.
- The study covers the area of Coimbatore city.
- The tools used are Simple percentage Analysis, Rank Analysis, ANOVA and Chi- square.

LIMITATIONS OF THE STUDY

- The study has been carried out within a period of 4 months.
- The area of the study covers only Coimbatore city.
- The data has been collected from only 124 respondents.
- Findings and suggestions given on the basis of the study cannot be extrapolated to the entire population.

REVIEW OF LITERATURE

- **Vasumathi.A (2018)**, the survey of writing on work life parity of ladies representatives has stood illustrated in standpoint on its expanded prevalence thru the momentous target to need for bourgeoning of society. WLB is a significant worry for ladies representatives in the present situation, as broadened hours of work in association pulls ladies representatives' efficiency and stint which they really intended to commit to their kinfolk loop.
- **Dhanya and Kinslin (2016)** concluded that best practices for work life balance includes Flexi time, Work commuting. Five days' work per week, planned vacations, leave facilities including maternity leave, employee welfare schemes and talent development initiatives. Some innovative ideas need to evolve in this context for reducing work life imbalance.
- **Shah (2015)** suggested that India being the country of low gender equity, there lies substantial difference between the perceptions of work life balance between male and female. The article contributes to the existing literature that work life balance is not a gender neutral concept. Men gave more importance to rewards, growth and superior/colleague support whereas women were substantially affected by work schedule, work load, role overload and commuting. It was also found that adhering to the traditional mindset, men identified more with materialistic and materialistic rewards of work which enhanced their family life. On the other hand, in case of women employees the skills and abilities learned in the family domain helped them to be more efficient and it enhanced their experience in the work domain.
- **Parikh and Gandhi (2014)** have described how the recent technological chances invaded our home, bedrooms, and even social functions. In this study suggestions have been offered by authors to employees and organizations. One of the suggestions offered to organizations states that organizations could provide "core hours" when an employee should be present and work around different start and finish times. Organizations could also help increasing the time by few hours so that an extra day off can be provided at the weekend.
- **Sinha (2013)** has undertaken a study to find work life balance related issues and how to maintain a proper work life balance policy is helpful in increasing level of production and job satisfaction. The findings of this study indicates that employees who were more favourable towards their organization's efforts to support work life balance also indicated a much lower intent to leave the organization's, greater pride in their organization, a willingness to recommend it as a place to work and higher overall job satisfaction.
- **Sunny (2013)** reveals that individuals, organizations, and government are the three primary elements studied in a work-life scenario. Many a times these forces are also studied independently of each other when they should actually be examined as a system. The most wide discussed phenomena of the work- life system is work-life balance. It is very important for the individuals and organization development in human resource development to understand how the phenomena of work-life balance are interweaved with some objective. This research presents the work-life system as a medium to evaluate these three forces which are individuals, organizations, and government, along with the three work-life aspects which are balance, initiatives taken and the policies.
- **Nwagbara and Akanji (2012)** have concluded their study by mentioning that the issues of commitment and motivation are central to work-life balance for organizational performance as well as commitment to work. Women employees face diverse forms of pressures, in the organizational paradigms. There is a sense of urgency to rethink motivating women towards more commitment that they might bring to work.

RESEARCH GAP

The previous studies were conducted on work life balance of IT companies, Mill employees, Textile shops, teachers and other private sectors. However, there are only limited studies conducted on work life balance of private hospital employees that too in Coimbatore city. It is necessary to know the work life balance of private hospital employees since service sector becomes predominant after Covid 19. The previous studies had considered only the nurses and doctors of the private hospitals but my study had included all the hospital employees of the private sector. Hence the study focused on analyzing the work life balance of the private hospital employees, Coimbatore.

ANALYSIS AND INTERPRETATION

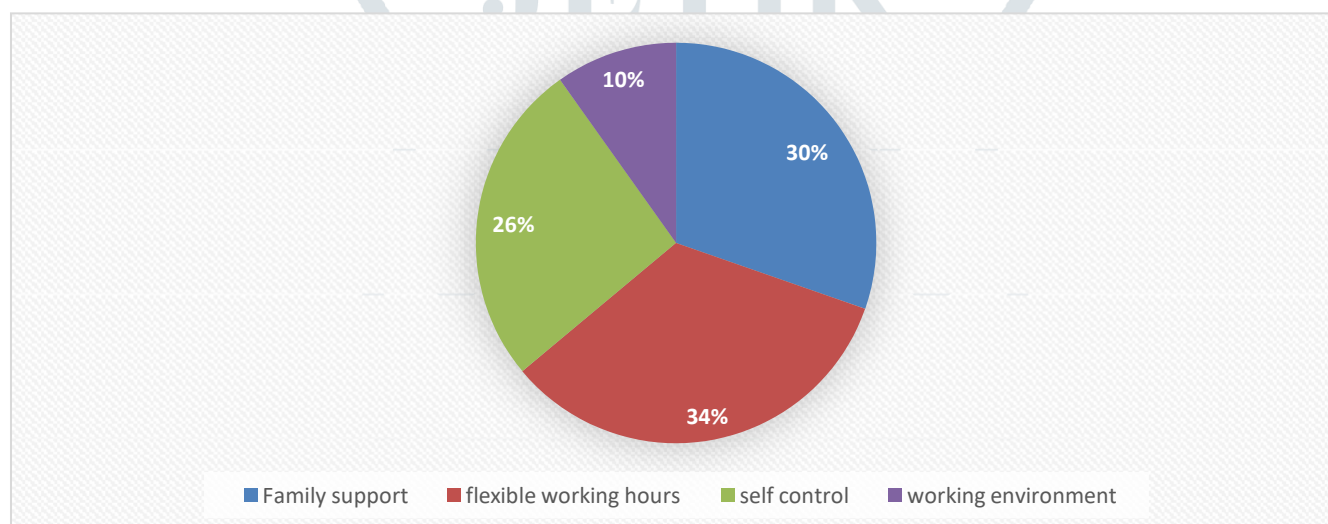
SIMPLE PERCENTAGE ANALYSIS
FACTORS SUPPORTING WORK LIFE BALANCE

S.NO	FACTORS	NO. OF RESPONDENTS	PERCENTAGE
1	Family support	37	29.84%
2	Flexible working hours	41	33.06%
3	Self control	32	25.81%
4	Working environment	12	9.68%
	TOTAL	124	100

SOURCE: Primary data.

INTERPRETATION:

The above table shows the factors supporting work life balance of respondents. 25.81% of the respondents are able to balance their work-life due to self-control. 29.84% of the respondents are due to family support. 33.06% of them are due to flexible working hour. 9.68% of them are due to working environment.



RANK ANALYSIS

RANK THE WORK LIFE BALANCE POLICIES

POLICIES	1(5)	2(4)	3(3)	4(2)	5(1)	TOTAL	MEAN VALUE	RANK
MOTIVATION SESSION	71 355	27 108	20 60	4 8	2 2	124 533	4.23	I
LEAVE POLICIES	21 105	78 312	19 57	6 12	0 0	124 486	3.92	II
ENCOURAGING HOBBIES	31 155	48 192	23 69	21 42	1 1	124 459	3.70	III

ARRANGING OUTDOOR TRIPS	31 155	31 124	55 165	7 14	0 0	124 458	3.69	IV
FAMILY GETTOGETHER	37 185	36 144	33 99	12 24	6 6	124 458	3.69	IV

SOURCE: Primary data.

INTERPRETATION:

From this ranking analysis, it is found that motivation session (Rank 1), which comes next followed by leave polices (Rank 2), encouraging hobbies (Rank 3), family get- together and arranging outdoor trips(Rank 4).

CHI-SQUARE ANALYSIS

RELATIONSHIP BETWEEN EXPERIENCE AND MANAGEMENT ISSUPPORTIVE TOPERFORM YOUR WORK EFFECTIVELY

Experience	Management is supportive to perform your work effectively				TOTAL
	Highly supportive	Supports to an extent	Neutral	Not supportive	
0 years – 5 years	22	28	16	1	67
5 years – 10 years	6	18	9	0	33
10 years – 15 years	2	14	5	0	21
Above 15 years	0	1	2	0	3
TOTAL	30	61	32	1	124

SOURCE: Primary data.

To find out the relationship between experience and management is supportive to perform your work effectively level of respondents, chi square test is used and result is given below.

HYPOTHESIS

H₀: There is no relationship between experience and management is supportive to perform your work effectively through the level of respondents.

H₁: There is a relationship between experience and management is supportive to perform your work effectively through the level of respondents.

CHI-SQUARE TEST

Factor	Calculation value	Degree of freedom	Table value	RESULT
Pearson chi – square	10.498 ^a	9	16.92	Accepted

Source: Primary data

INTREPRETATION

It is clear from the above table show that, the calculated value of chi-square at (0.05) level is less than the table value. Hence the null hypothesis is accepted. So it can be concludes that there is no relationship between experience and management is supportive to perform your work effectively through level of respondents.

**ANOVA TEST
FACTORS REGARDING WORK LIFE IMBALANCE**

		Sum of Squares	Df	Mean Square	F	Sig.
Heavy work load	Between Groups	9.870	3	3.290	3.008	.033
	Within Groups	131.251	120	1.094		
	Total	141.121	123			
Inability to manage time	Between Groups	13.021	3	4.340	4.017	.009
	Within Groups	129.657	120	1.080		
	Total	142.677	123			
Lack of prioritizing	Between Groups	31.862	3	10.621	9.203	.000
	Within Groups	138.485	120	1.154		
	Total	170.347	123			
Taking too much responsibility	Between Groups	9.809	3	3.270	2.214	.090
	Within Groups	177.183	120	1.477		
	Total	186.992	123			

SOURCE: Primary data

INTREPRETATION

- It has a sum of square is interpreted with Heavy work load data which has based on the significance level of .033.
- It has a sum of square is interpreted with Inability to manage time data which has based on the significance level of .009.
- It has a sum of square is interpreted with Lack of prioritizing data which has based on the significance level of .000.
- It has a sum of square is interpreted with Taking too much responsibility data which has based on the significance level of .090.

FINDINGS

SIMPLE PERCENTAGE ANALYSIS

- Majority 37.10% of them are feel inconvenient in their amount of time spend in their work place.

RANK ANALYSIS

- Majority of the respondents has chosen motivation session. Family get-together and arranging outdoor trips is last in ranking.

CHI-SQUARE

- There is no relationship between experience and management is supportive to perform your work effectively through level of respondents.

ANOVA

- Majority of the significance level is .090 belongs to Taking too much responsibility.

SUGGESTIONS

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 analyse the level of their employees expectations and perception on the work life balance concept. Then only they can ensure the well-being to their employees and try to maximize the employees satisfaction. Since the hospitals are facing high competition in the service industry, in order to increase the productivity and morale of the employees, the hospital authorities are advised to focus on the main key dimensions of work life balance. Courses on effective stress management can be introduced by the hospitals. Organizations can create awareness and demonstrate technique to reduce the stress. Proper yoga and meditation training can be given to the employees to cope with stress.

CONCLUSION

It was a wonderful knowledge gaining period to know about the work life balance of hospital employees. As the Healthcare sector is becoming more demanding, it is crucial to pay adequate attention to the work life balance of its employees. From the study it was found that family – friendly policies like parental leaves, job sharing arrangements, provision of childcare facilities etc. should be provided in the organization so that hospital employees can be encouraged to prove their competence. Further, work flexibility and autonomy should also be given to employees.

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