



STUDY TO ASESSE THE WORK AND FAMILY CONFLICT AMONG PARENTAL NURSES AT SELECTED HOSPITAL

Shenbagaprabha N¹, Supraja K², Velan G³, Jojo K S⁴, Tamilbharathi S⁵

ABSTRACT

Background: Work and family conflict is a significant challenge for nurses and the nursing profession. However, it remains unclear how frequently nurses experience work and family conflict and which nurses are most affected. **Objective:** Assess the work and family conflict among parental nurses, find out the association between work and family conflict among parental nurses with selected demographic variables, and find the correlation between work and family conflict among parental nurses. **Materials and Methods:** This quantitative cross-sectional study was conducted in a selected hospital in the Chengalpattu district, Tamil Nadu. A total of 80 parental nurses from the hospital participated in the study. Data were collected using standardized questionnaires and analyzed using descriptive and inferential statistics. **Results:** The study showed that the majority 55% of parental nurses had moderate level of work conflict and 63.8% of parental nurses, experienced a moderate level of family conflict. The correlation coefficient between work and family conflict was $r = 0.663$. **Conclusion:** The moderate levels of both work and family conflict suggest the need for interventions to reduce these conflicts, such as improved work-life balance policies, flexible work arrangements, and support systems for parental nurses.

Keywords: work conflict, family conflict, parental nurses.

INTRODUCTION

Work-life balance is defined as the "extent to which individuals are equally engaged in and equally satisfied with work and family roles". It involves minimizing work-related stress, and establishing of a stable and sustainable approach to work while maintaining health and overall well-being.

Workplace health promotion refers to the combined efforts of employers, employees, and society to enhance the health and well-being of individuals at work. It focuses on creating safe, motivating, and enjoyable work environments. According to Brooks, quality of life is about enhancing employees' work experiences and boosting overall productivity.

Employee satisfaction is about creating an environment where employees feel accepted, valued, and appreciated. Married employed women often juggle multiple roles—as parents, spouses, responsible daughters, conscious citizens, and professionals in the workplace. These roles demand significant time, energy, and commitment to fulfill their responsibilities effectively. The demands of nursing—including long working hours, shift work, and emotional strain—place nurses, particularly women, at risk of experiencing high levels of work-family conflict. This challenge is further intensified in collectivist societies, where traditional gender roles persist, and women are expected to serve as the primary caregivers for both their families and communities.

METHODS AND MATERIAL

The study employed a descriptive research design, utilizing a quantitative research approach was used to study the Work and family conflict among parental nurses at selected hospital, Chengalpattu district, Tamil Nadu. Sample size was 80 parental nurses. The formula used for calculating the sample was $n = \frac{Z^2 \cdot p \cdot (1-p)}{d^2}$

To improve the external validity of the finding of the study, a total of 80 parental nurses were selected by non-probability purposive sampling technique. Parental nurses who were willing to participate in the study were included, whereas the parental nurses with night shift and other health care worker were excluded.

The study was conducted in 2024. Hospital visit were conducted after the permission from institute to conduct the study. The study was approved by the Institutional Human Ethics Committee for student researcher (Ref No : IHEC-I/2766/24). Informed consent was taken from each subject and confidentiality of information was maintained throughout. During hospital visit, data were collected using a standard questionnaire for work and family conflict assessment. The tool section comprises 10 items: questions 1 to 5 address work- family conflict, and questions 6 to 10 address family-work conflict. The sociodemographic data such as age, sex, area of residential, marital status, education, Family type, Number of children, Reason for work, Family income.

Data Analysis

The statistical software SPSS was used to analyze the data. The data was presented descriptively using the frequency and percentage. Correlation were used to find out the correlation between work and family conflict, Chi-square were used to find out the association between population characteristics and work conflict and family conflict among parental nurses at selected hospital .

RESULT

Quantitative analysis

Sociodemographic details: characteristics of study participants

The study included 80 parental nurses, revealing that the majority fell within the age group of 31-40 years (48.8%) . Of the sample, (35%) were male, while (65%) were female. In terms of area of residential in rural people (60%), in urban people (40%). In terms of education, (40%) were ANM , (26.3%) were GNM , (33.8%) had a UG course. Regarding Marital status, (62.5%) were Married ,(18.8%) were divorced, (12.5%) were separated,(6.3%) were widow. Regarding family type, while (26.3%) were Joint family, while(41.3%) were Nuclear family ,while (32.5%) were extended family. In terms of number of children ,(60%) has only one children,(26.3%) has two children,(13.8%) has more than two children. In Regarding reason for working ,(60%) need family support, (20%) need financially independent ,(6.3%) need career oriented ,(13.8%) need for passion .In regarding Family income, less than 50000 (53.8%), 51000-100000 are (32.5%), more than 100000 were (13.8%)

Table 4.1: Level of work conflict among parental nurses

S.NO	Work-Family conflict	Frequency	Percentage %
1.	Low conflict	16	20.0
2.	Moderate conflict	44	55.0
3.	High conflict	20	25.0

It showed the majority of parental nurses 55% had Moderate work-family conflict, while 25% had High work - family conflict and 20% had low work-family conflict

Table 4.2 : Level of family conflict among parental nurses

S.NO	Family-Work conflict	Frequency	Percentage %
1.	Low conflict	9	11.3
2.	Moderate Conflict	51	63.8
3.	High conflict	20	25.0

It showed that majority of the parental nurses 63.8% had Moderate family-work conflict, while 25% had high family-work conflict and 11.3% had Low family-work conflict.

Table 4.3: Correlation between work and family conflict among parental nurses

Work and family conflict	Mean	Standard deviation	'r' value
Work conflict	20.20	7.129	0.663
Family conflict	20.61	6.239	

It Showed that Positive correlation (+ 0.663) indicates that work conflict and family conflict end to rise and fall together in any meaningful way.

Table 4.4: Association between work conflict and population characteristics

Characteristics	Work-Family conflicts			X2 Value	P Value
	Low conflict	Moderate conflict	High conflict		
1) Age a)20-30 Years b)31-40 Years c)41-50 Years d)Above 50 years	4	11	6	3.246 ^a	0.777
	6	24	9		
	5	7	3		
	1	2	2		
2) Sex a) Male b) Female	4	17	7	0.959 ^a	0.619
	12	27	13		
3) Area of	5	18	9		

residential a)Urban b)Rural	11	26	11	0.734 ^a	0.693
4) Education a)ANN b)GNM c)UG	8 6 2	15 9 20	9 6 5	6.731 ^a	0.151
5)Marital Status a)Married b)Divored c)Separated d) Widows	8 6 1 1	30 7 4 3	12 2 5 1	8.135 ^a	0.228
5) Type of family a)Joint family b)Nuclear family c)Extended family	5 8 3	8 18 18	8 7 5	5.406 ^a	0.248
6) Number of children a)One b)Two c)More than two	11 4 1	24 13 7	13 4 3	1.821 ^a	0.769
7) Reason for working a)Family support b)Financially independent c)Career oriented d)Passion	7 5 4 0	26 7 1 10	15 4 0 1	20.097 ^a	0.003
8) Family income a)Less than 50000 b)50000- 100000 c)More than 100000	12 4 0	21 13 10	10 9 1	8.943 ^a	0.063

The analysis explores the relationship between various demographic factors and work conflict using Chi-Square tests. Only **Reason for working** shows a significant association with work-family conflict, where individuals with lower incomes (less than 50,000) are more likely to report work conflict. Other factors such as age, sex, education, marital status, family type, number of children, and Family income do not significantly impact work conflict. The findings suggest that demographic variables, except for family income, have little influence on work conflict.

Table 45: Association between Family -work conflict and demographic variables among Parental Nurses

Characteristics	Family -work conflicts			X2 Value	P Value
	Low conflict	Moderate conflict	High conflict		
1) Age a)20-30 Years b)31-40 Years c)41-50 Years d)Above 50 years	1	14	6	5.941 ^a	0.430
	3	25	11		
	4	9	2		
	1	3	1		
2) Sex a)Male b)Female	2	16	10	2.919 ^a	0.232
	7	35	10		
3) Area of residential a)Urban b)Rural	2	21	9	1.423 ^a	0.491
	7	30	11		
4) Education a)ANN b)GNM c)UG	4	23	5	5.288 ^a	0.259
	4	11	6		
	1	17	9		
5) Marital Status a)Married b)Divored c)Separated d) Widows	4	31	15	7.586 ^a	0.270
	4	8	3		
	1	7	2		
	0	5	0		
6) Type of family A)Joint family B)Nuclear family C)Extended family	4	12	5	1.821 ^a	0.769
	3	22	8		
	2	17	7		
7) Number of children a)One b)Two c)More than two	6	30	12	0.642 ^a	0.958
	2	13	6		
	1	8	2		
8)Reason for Working a)Family support b)Financially independent c)Career oriented d)Passion	3	31	14	15.760 ^a	0.015
	2	12	2		
	3	2	0		

	1	6	4		
8) Family income	5	27	11	1.248 ^a	0.870
a) Less than 50000					
b) 50000- 100000	3	18	5		
c) More than 100000	1	6	4		

The Chi-Square tests show that **Reason for work** have significant with family-work conflict. While other demographic factors not have significance association between family-work conflict (age, sex, area of residence, education, marital status, type of family, number of children, reason for working, and family income) significantly affect family conflict, as all the p-values are greater than the significance level of 0.05. While family conflict varies across categories (e.g., age and family income), the relationships are not statistically significant. This suggests that family conflict is not strongly influenced by these factors in the sample studied.

DISCUSSION

This study aimed to assess work-family conflict among parental nurses at a selected hospital in Chengalpatt district, using a quantitative cross-sectional research design. Data were collected from 80 parental nurses using a 7-point Likert scale, and analyzed using descriptive and inferential statistics.

Prevalence of Work and Family Conflict: The study found that 65% of parental nurses experienced work conflict, while 68.8% reported family conflict. Furthermore, 55% had moderate work-family conflict, and 63.8% faced moderate family-work conflict.

Demographic Profile of Participants:

Age: Majority were aged 31-40 years (48.8%), followed by 20-30 years (26.3%).

Gender: 65% female, 35% male.

Residency: 60% from rural areas, 40% from urban areas.

Education: 40% had ANM qualifications, 26.3% were GNM, and 33.8% held a UG degree.

Family Type: 41.3% lived in nuclear families, 32.5% in extended families, and 26.3% in joint families.

Children: 60% had one child, 26.3% had two, and 13.8% had more than two.

Income: 53.8% had a family income of less than 50,000, 32.5% earned between 51,000-100,000, and 13.8% earned more than 100,000.

Work-Family and Family-Work Conflict:

Work-Family Conflict: 20% of nurses experienced low conflict, 55% moderate conflict, and 25% high conflict.

Family-Work Conflict: 11.3% had low conflict, 63.8% moderate, and 25% high.

Correlation Between Work and Family Conflict: A positive correlation of $r=0.663$ was found between work and family conflict, indicating that these conflicts tend to increase together, though not in a perfectly linear manner.

Association Between Demographics and Conflict:

Work Conflict:

A significant association was found between work conflict and the reason for working ($X^2 = 20.097$, $p = 0.003$).

No significant association was observed between work conflict and other demographic variables, including age, gender, area of residence, education, marital status, family type, number of children, and family income.

Family Conflict:

A significant association was found between family conflict and the reason for working ($X^2 = 15.760$, $p = 0.015$).

No significant associations were found between family conflict and other demographic variables, including age, gender, area of residence, education, marital status, family type, number of children, and family income.

LIMITATIONS

The study was conducted with a small sample size to know the work and family conflict among parental nurses. The parental nurses with night shift and other health care workers are excluded so their perspective about work and family conflict has not included.

CONCLUSION

The study findings reveal that parental nurses had moderate work and family conflict. Hospital administration should initiate periodic counselling about handling the balance between personal and professional life. Future studies could replicate this research on larger samples and in different settings.

FINANCIAL SUPPORT AND SPONSORSHIP

Nil.

CONFLICT OF INTEREST

There are no conflicts of interest.

REFERENCES

1. Huffman, A. H., & Payan, J. M. (2019). The Impact of Work-Family Conflict on Nurse Well-Being and Patient Care: A Systematic Review. *Journal of Nursing Administration*, 49(3), 145-153.
2. Morse, L. M., & McGinnis, C. L. (2020). Nurses' Experience of Work-Family Conflict and Burnout: A Study in a Multicultural Setting. *International Journal of Nursing Studies*, 103, 103496.
3. Li, J., Wang, X., & Zhang, L. (2018). Work-family Conflict and Psychological Well-being among Chinese Nurses: A Cross-sectional Study. *Journal of Advanced Nursing*, 74(5), 1159-1168.
4. Zhao, Q., & Sun, Y. (2017). Work-family conflict and turnover intention in Chinese nurses: The moderating role of social support. *International Journal of Nursing Studies*, 75, 74-82.
5. Meyer, M., & Shoenfelt, E. (2016). The Impact of Work-Family Conflict on Job Satisfaction and Burnout in Nurses: A Longitudinal Study. *Journal of Nursing Administration*, 46(3), 150-157.