



WORK LIFE BALANCE OF WOMEN ENGAGED IN GOVERNMENT HOSPITAL

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Abstract

Today, work life balance has become an increasingly penetrating concern to both employers and employees of most of the organizations. Work life balance is concerned with an employee's ability to properly prioritize between work and his or her family, health and social life and is greatly linked with his or her performance at work place, job satisfaction and productivity. Job related responsibilities will be more and the job is to be performed timely in emergency services such as Health, Police, Fire, Power and Electricity. When there is proper balance between work and life, employees tend to put in their best effort at work. Most research studies have shown that when there are happy homes, work places automatically become tension free and happy places to be. The paper is an attempt to study the work life balance issues of women engaged in emergency services. A sample size of fifty Nurses who are working in Government hospital of Nizamabad District is chosen for the present study as, health is one of the emergency services. From the study it is found that, there is a significant difference between age group, Marital status, Education, Experience, Working hours, Working Unit type, Working Shift, Family monthly income, Spouse nature of work and work life balance factors.

Keywords: Work-Life Balance, Women, Emergency Services, Health, Chi-square.

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I. Introduction

Health Care Segment has become one of India's largest and imperative sectors in terms of revenue and employment. Health Care Industry is mounting at a very high tempo because of

its best service and increasing outflow by both public and private players. Now a day's people in general are health conscious and this has created awareness in providing best service to the public. In this regard nurses play a crucial role in health care sector. So, it is essential to take care of their needs and create a healthy environment, so that they can be stress free to some extent and work with happiness and pleased.

Demand for nurses is ever increasing because of their attitude in taking care of the patients which cannot be seen so much in other professions. Because they bring back smiles on the faces of patients with their unselfish and dedicated service. They work as operation theatre assistants, counselors, health advisors, supervisors etc., Hence, keeping them happy and content is also utmost important. Health care industry is an area where one has to work 24/7, always attentive and on toes. This creates stress among nurses when they are working overtime and constantly under pressure. Prominent balance between work and family is important to have physical and mental health. Proper working schedules, working conditions and support from family members will help in attaining good physical and mental health.

The work life balance can made the employees to feel free and even lead to increased productivity, lower absenteeism and less stressed workforce and employees will remain engaged to the organization. This paper will examine how to promote good work-life balance in workplace and highlights its benefits in terms of efficient service. It also explores the belief of employees' engagement and workplace culture. Although it will outlines the implementation of the work-life policies and practices adopted in the hospitals for the nurse's engagement.

II. Literature Review

1. Clark SC (2000) he studied on 'Work/family border theory: a new theory of work /family balance' which quotes that work life balance is important for psychological well-being, high self-esteem, harmony and satisfaction between work and life indicates the work life balance. He also defined work life balance as "satisfaction and good functioning at work and home, with a minimum of role conflict."
2. Greenhaus et al. (2003) expresses that work family balance includes involvement, time and satisfaction balance.
3. R. Baral & S. Bhargava, (2011) found that family well-being oriented welfare programmes have been initiated by employers in India which was a matter of concern since Industrialization. But the policies and practices are best put in use in software and service sectors.

4. Macky and Boxall (2008) reported that employees working longer hours are more likely to report a greater imbalance in the work life relationship. The five high involvement variables (i.e. power to make decision and act autonomously, information provision, rewards, knowledge of the job and team working) were found to be negatively correlated to work life imbalance. It was also found that increasing the availability of work life balance policies for employees did not improve the relationships when pressure to work longer hours was higher, and employees felt greater work life imbalance.
5. Loscocco (1997) examined how people with considerable control over their work lives construct and experience work family connections. The data was collected through in-depth interviews of 30 self-employed people. The results showed that self-employed people had considerable control over their work lives and this helped them to curb the intrusion of work into family life. However, women emphasized the importance of flexibility more than men. Hammer et al.
6. Dr. Umesh Maiya, Viveka Marie. G (2015) studied on 'Work Life Balance Of Female Nurses With Reference To Multispecialty Hospitals, Mysore City'. The study found that improper work scheduling and long working hours tend to cause adverse effect on employee's health and well-being.

III. Objectives

1. To identify Work Life balance challenges faced by women engaged in emergency services.
2. To suggest the means of enhancing Work Life balance practices amongst women engaged in emergency services.

IV. Research Methodology

A sample of 50 nurses working in emergency services i.e. Government Hospital of Nizamabad is considered for the study. These 50 women nurses belong to different divisions of hospital like Male Medical Surgery, Ortho, Female Medical Surgical, Labour Room, Emergency Ward, Isolation Ward, Blood Bank, Arogyasree, OP and ICU. The purpose of the study is to know the factors which are influencing the Work Life Balance (WLB). A Well designed Questionnaire was used for getting the responses of women nurses who are engaged in emergency services of Government Hospital of Nizamabad District, secondary data was collected from Journals and Research articles. Likert 5 point scale is used for the questionnaire (1 indicates strongly agree 2. agree 3. neutral 4. disagree 5. Strongly disagree) and Convenience sampling technique has been used for this study. Statistical technique Chi-

square is used for analyzing the data and results are interpreted with the help of results generated by using SPSS.

Hypothesis

The following hypothesis is designed for the study:

H₀₁: There is no significant association between age group, Marital Status, House Hold Role, Number of Children, Level of Education, Work Experience, Hours of Work, Unit (Ward), and Working Shifts, Monthly Family income, Spouse Nature of Work and Work Life Balance factors.

V. Data Analysis And Inferences

TABLE: 1: Association between Demographical factors and Work Life Balance Factors

DEMOGRAPHICAL FACTORS	SIGNIFICANCE (p-value)	Degrees Of Freedom	CHI-SQUARE
Age	0.000*	8	30.36
Marital status	0.029**	4	10.77
Household type	0.183	8	11.34
Number of children	0.121	12	17.82
Education	0.007*	8	21.02
Experience	0.012**	16	31.40
Working hours	0.012**	16	31.40
Working Unit type	0.009*	24	43.44
Working Shift	0.007*	24	44.41
travelling time to work	0.236	8	10.44
Family monthly income	0.000*	28	69.28
Spouse nature of work	0.001*	8	27.42

SOURCE: Primary Data and Authors' calculations.

Note: *Significant at 1% level, **Significant at 5% level

From the above data (Table 1) we can observe that, there is no significance difference between age group, Marital status, Education, Experience, Working hours, Working Unit type, Working Shift, Family monthly income, Spouse nature of work and work life balance factors. The significance value of Chi-Square is less than 0.05 for all the above factors of Work Life Balance (WLB). Thus, the null hypothesis is rejected and concluded that there is a significant difference between the above factors and that of the factors of work life balance. With respect to factors like Household type, Number of children and travelling time to work the p-value is more than 0.05 indicating that there is no significant difference between these factors and that of the factors of work life balance.

Suggestions

1. The nurses who are working in emergency services are undergoing stress full environment. The pressure which is generated on work environment is resulting even when they are at home. The appropriate step to be taken to eradicate the work pressure is very much important to have a balance in work and life.
2. In terms of working shifts, flexibility is been only available for the senior Nurses, the same should be applicable to the less experience Nurses as per their need and also based on availability.
3. The nurses are not finding quality time at home due to odd shift timings. The working shifts should be rotational to all the nurses, irrespective of experience.
4. The nurses facing difficulties in managing their children in early stages when they are so young. These nurses are not having any one to look after them at home. Hence there is need of crèche facility to bring their children's on to the work place.
5. Due to work pressure, nurses are facing some health issues such as 'Headache', 'obesity', and 'Hypertension' etc. To have a control on these health issues, meditation timings should be scheduled for individual employees rotationally. To implement this sufficient needed staff are to be recruited. The study identified that nurses are dealing with over burden works due to insufficiency of staff members.
6. Based on the above analysis it is suggested that the Government hospitals need to closely monitor towards the factors pertaining to work place, stress and other benefits which will improve the balance in work and life.

VI. Conclusion

The outcome of the analysis revealed that for government hospital nurses balancing their work and personal life is challengeable one and the probable reasons for that are lack of sufficient staff, lack of leisure time and financial problems. From the findings of the study it is concluded that the government hospital in Nizamabad should address the work life balance related issues and to support the women nurses to manage their work life balance which would lead to the performance enhancement of these staff members. Otherwise they would undergo some serious stress which will create a gap in desire service and actual performance.

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