



Analysis of Work Life Balance of Female Nurses Working in ICU Department of Medical Centre and Hospitals

KEYWORDS

work life balance, children, people, working women, nurses

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ABSTRACT

Work and life balance is of importance, with the increase in dual income group, it becomes the necessity of both the partners to share the household work, men started helping women in the household work like child care and elderly care, and at the same time they need to be productive at work, thus balancing both work and life is very important. For most people, juggling the demands of a career and a personal life is an ongoing challenge. Achieving the elusive "work life balance" can often feel like an impossible goal, especially for people who strive to give everything 100%. The right balance for a person when being single will change when they marry or have children.

Introduction

It is a state of equilibrium in which the demands of both a person's job and personal life are equal. Work and family are most important domains in lives. At present every successful employee has to pass through the dilemma of work life balance in personal and professional life. To become successful it is important that people should maintain the balance between their lives because they have so many things to deal with, like their relationships, professional life, health, entertainment, responsibilities for family etc.

With more and more of women entering the work force the role of working women has also changed. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path.

About the study

This study focuses on the female nurses working in ICU department in KMCH. The demand for nurses is increasing not only because of the attractive salary and job security but also because of the care they provide thus making a difference in others' lives which is generally not found in many other careers. The role of nurses has expanded from a health care provider to health educator, diagnostic assistant, post care supporter, Health advisor, Physician's Assistant, Operation Theatre Assistant, Health Counselor, Follow up, Health promoter, Administrator, Health researcher, Provide appropriate reassurance to patients and family members, Health Supervisor, Maintenance of Health Reports, Records & Documents

This paper is an attempt to explore the tough challenges faced by female nurses in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of female nurses have been examined in this study.

About the Organization

The hospital credits in offering total and comprehensive healthcare solutions for a wide range of ailments and has also played a vital role in empowering patients to make informed healthcare choices. Comprehensive infrastructure, cutting edge technology, latest Hi-Tech medical equip-

ment in all specialized branches of healthcare and the committed team to provide safe, quality and affordable healthcare makes a trusted choice.

Having emerged as the most sought-after multi super specialty hospital in the Kongu region over the past two decades, the hospitals has acclaimed several firsts and won accolades for providing excellent healthcare. This super specialty hospital has several feathers adorning its cap--the latest being the prestigious "Best Hospital Award" in the Non Metro South India category.. The Award was jointly instituted by ICICI Lombard Health Insurance and CN-BC-TV18. Not resting on its laurels, the hospital has been continuously striving to offer world class treatment that exceeds the patients' expectations.

Pioneering in several techniques like steroid free kidney transplantations, GDC coiling and clipping for brain aneurysms the hospital has saved many a life and improved patient comfort and minimize side effects.

Scope of the study

Since the researcher is doing the research in ICU department who have to handle patients with utmost care and also have to give equal importance to their family recent days. It has become an area of interest for the employees in today's world. Thus study on work life balance help employees to know their current level in maintaining their work life balance. This study also helps organization to realize the initiative they should take in order to balance their employee's work and personal life.

Research Methodology

The research is descriptive in nature as the study was done to find out the work life balance among female employees in ICU department.

The descriptive research attempts to describe, explain and interpret conditions of the present i.e. "what is". The purpose of a descriptive research is to examine a phenomenon that is occurring at a specific place and time. A descriptive research is concerned with conditions, practices, structures, differences or relationships that exist, opinions held processes that are going on or trends that are evident.

Objectives of the study

- To measure the work life balance of female employees working in ICU dept. of Kovai Medical Center and Hospital.
- To identify the most important factor that contributes to the work life balance.
- To examine the factors that determines the satisfaction of female employees.
- To study the association of professional life on personal/family life, social life and physical life.
- To suggest measures to improve work life balance.

Data and sources of Data

study was conducted by distributing questionnaire to 208 employees of ICU department at KMCH Coimbatore.

Secondary Data

These are the data that already exists. The relevant information for the study has been collected from secondary source such as journals and reports.

Population and Sample size

The target population is the female employees in the various ICU departments of KMCH, Coimbatore. The total female employees in ICU were 208 and the entire population was selected for the study.

Sampling technique

Since, the study covers the entire population of female employees in ICU department so the technique used is census survey method.

Limitations of the study

The study is limited only to the female employees in ICU department. The study does not take in to consideration of employees working in different departments available The time period of the study is limited to 2 months. So the in-depth of the study could not be processed.

Analysis

Weighted Average Method

In order to find out the work life balance of female employees we use weighted average method which analyses the factor by giving highest rank to the constructs which has high score and lowest rank to the least score.

Personal

Table 1 showing personal factors measuring work life balance

Constructs	weighted average	Rank
Enough time for family	548	3
Get home on time	542	4
Family miss your presence	448	7
Job makes you feel tired to do things at home	475	6
Role at home cause stress	775	1
Balance work and family	488	5
Work life interfere family life	770	2

From the weighted average table of personal factors measuring work life balance, we can find that highest score is to the construct role at home cause stress where respondents have said their role at home never causes stress included that they have also said their work life never interferes with their family life. The respondents say sometimes they get home on time which leads to the construct where they sometimes get time for spending with their family. The lowest score is given to the constructs like

balancing work and family, Job makes you feel tired to do things at home and Family missing your presence at home.

Table 2 showing professional factors measuring work life balance

Constructs	Weighted average	Rank
Job satisfaction	806	3
Satisfied Working hours	743	6
Work overtime	652	11
Work even on holidays	978	1
Heavy work load	734	7
Facing unexpected task	475	14
Assign work equally	874	2
Role at work cause stress	519	13
Flexibility in working schedule	696	8
Family life interfering work life	775	4
Miss out quality time	674	10
Job share option	640	12
Recognition from superiors	747	5
Professional demands take away personal life	686	9

From the weighted average table for professional factors measuring work life balance we can interpret with the score given. According to first rank the highest score is for work on holidays where the respondents say they never work on holidays and also their boss assigns them work equally this leads them to the satisfaction of their job. On answering whether family life interfering work life, the rank shows that their family life never interfere with their work life. Another factor for job satisfaction is when the employees get recognized from their superiors for their work. So respondents say they get recognized.

The priority for satisfaction with working hours is less which means they are not much satisfied with the working hours because sometimes they have heavy work load and also they do not have much flexibility in working schedule.

Table 3 Factors Contributing to Work Life Balance

S.NO	FACTORS	WEIGHTED AVERAGE	RANK
1	Flexible working hours	629	4
2	Time off during school holidays	361	5
3	Time off during personal emergencies	633	3
4	Support from family members	822	1
5	Support from colleagues	677	2

The above table explains that support from family members is the most important factor that contributes to work life balance of the respondents by giving highest priority to it, support from colleagues In the work place is the second factor that contributes to the work life balance, time off during personal emergency is the third factor that contributes to work life balance, flexible working hours is the fourth factor contributing to work life balance and time off during school holidays is the lowest priority and it is the least factor that contributes to work life balance.

	PERSONAL	PROFESSIONAL	SOCIAL	PHYSICAL
Pearson Correlation	1			
Sig. (2-tailed)				
Pearson Correlation	.279** (.000)	1		
Sig. (2-tailed)				
Pearson Correlation	.182** (.008)	.141* (.042)	1	
Sig. (2-tailed)				
Pearson Correlation	.035 (.615)	.199** (.004)	.094 (.179)	1
Sig. (2-tailed)				

From the correlation table it can be seen that the correlation coefficient for professional and personal is 0.279 which shows there is a strong correlation between professional life and personal life, the association between personal life and social life is .182 which is moderately correlated, the association between personal and physical is 0.035 which is there is a correlation between them, the association between professional life and physical life is 0.199 which means there is correlation between them and 0.141 which is the least correlation between professional and social life.

	JOB SATISFACTION	ORGANIZATIONAL SUPPORT	MOTIVATION	LIFE SATISFACTION
PERSONAL	0.032	0.220	0.013	0.000
FINANCIAL	0.000	0.905	0.456	0.260
PHYSICAL	0.001	0.072	0.035	0.520
SOCIAL	0.007	0.226	0.126	0.015
PROFESSIONAL	0.004	0.001	0.344	0.221

The overall table explains the factors contributing to the satisfaction of female employees which indicates that job satisfaction has association with all the factors, organizational support is only associated with professional category which means respondents are satisfied with flexibility in working schedule, job share option, recognition from superiors, assigning work equally. Motivation that helps to maintain work life balance is personal and physical factor. Finally life satisfaction is associated with personal and social factors by getting enough time for family, opportunity for social contact at work, spending time with friends after work and fulfilling religious commitments.

Findings

- When the respondents are asked about balancing work and family respondents say they are never able to balance and also it links with the dependents at home.

- Nurses working in the ICU department say their work life sometimes interferes with their family life but their family life never interferes with the work life.
- The respondents are satisfied with their job because their boss always assigns works equally.
- The respondents are satisfied with the working hours.
- Respondents say sometimes they work overtime by getting unexpected task always and also their role at work cause stress.
- It is found that support from family members is the major factor contributing to work life balance.
- It is found that association of professional life is highly correlated towards personal life.

Suggestions

The organization has to provide job share option during emergency situation.

The organization has to include work life balance policies which are very helpful for the employees and also for the organization.

It is reality that now a days because of work pressure and other family responsibilities it is very difficult to give time for self. However, it is not impossible to manage. Now in this regard the nursing staff should plan their daily routine in such a way that, they can manage sometime for themselves. If possible weekend outings should be planned with family or friends whenever possible.

The organization should allow a flextime program where employees can work extra hours during the week to receive a day off every other week, or a half day every week. This gives employees an opportunity to have a day off to accomplish personal tasks, spend time with family, or go on vacation for a long weekend.

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