



WORK LIFE BALANCE OF WOMEN DOCTOR IN PRIVATE HOSPITALS OF KANYAKUMARI DISTRICT

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ABSTRACT Work-life balance has become an emerging issue in private hospitals as it is affecting the efficiency of women doctor. The main focus of the study was women doctor working in private hospitals in Kanyakumari district. A sample of 120 women doctor was taken. The purpose of this study is to find out the factors that will help women doctor in maintaining work-life balance. Data was analyzed with the help of percentage analysis, Garrett Rank Technique and Chi-square test. The study concluded that provision of work-life balance policies and practices by the hospitals will help women doctor in utilizing their full potential moreover, a successful work-life balance private hospital will make doctor more committed and highly productive thereby giving them complete job satisfaction. In this paper, work life balance issues are discussed in light of demographic changes.

KEYWORDS : work-life balance, employee satisfaction, workplace.

INTRODUCTION

Work life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". There is a large individual component in that meaning includes each individual's needs, experiences, and goals, define the balance and there is not a one size which fits all solution. Also, what work-life balance does not mean is an equal balance in units of time between work and life. Work life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. A balance between work and life is supposed to exist when there is proper functioning at work and also at home.

OBJECTIVES OF THE STUDY

1. To study the general perception of the women doctor in private hospitals towards their personal and professional life.
2. To analyse the factors that lead to work life balance of women doctor in private hospitals.
3. To understand the strategies employed towards work life balance at workplace, family and personal levels of attitudes.

HYPOTHESIS OF THE STUDY

- Ho - There is no significant association between employee satisfaction of work life balance and Flexible working time.
- Ho - There is no significant association between employee satisfaction of work life balance and 5-day work week.
- Ho - There is no significant association between employee satisfaction of work life balance and Child care facilities.
- Ho - There is no significant association between employee satisfaction of work life balance and work support services.

REVIEW OF LITERATURE

Madhurima Das and K B Akhilesh [2012] have built up a multi-build reasonable model to decide the work-life balance of Indian ladies, both in examine and administrative vocations. Their examination firmly advocates building sectorial word related particular models as opposed to nonexclusive sex driven models. They have felt that there is a need to stretch out the investigation to incorporate different factors, for example, age, caretaking obligations, et cetera for a superior comprehension of how the multi build factor model of work-life balance will analyse issues of work-life Conflict.

Lakshmi and Gopinath [2013] contemplated the impact of work-life balance on execution of ladies' representatives. They distinguished the factors that influence work-life balance. It was discovered that ladies who had low work and family-related issues were exceedingly ready to accomplish work-life balance than the individuals who had high rate of these issues.

Mukururi, N.J. and Ngari, M.J. [2014] examined the connection between work-life balance approaches and work fulfilment. They

discovered positive connection between work-life balance arrangements and occupation satisfaction. Focused on how adaptable functioning choices, leave strategies and representative help programs influence worker work execution at ECO bank. It was discovered that work-life balance honours are emphatically connected with representative employment execution.

Hashmi, A., Malik, M. and Hussain [2016] considered on writing audit to compress the examination discoveries among created and creating nations, and in addition Pakistan, identified with various work-life balance factors and their effect on work fulfillment. The audit reasoned that there is a requirement for strengthening the pertinent HR approaches and enhancing working states of drug specialists in Pakistan

RESEARCH METHODOLOGY

AREA OF STUDY: This is undertaken in Kanyakumari district of Tamilnadu State. From official census 2011, Kanyakumari have the population of 1,870,37, out of this 926,345 male and 944,029 female. And the sample size is 120.

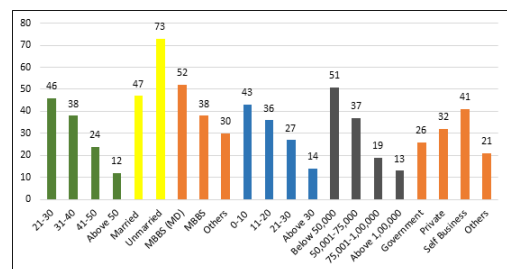
TOOLS OF ANALYSIS: The information collected through questionnaire is analysed by using the following analytical tool used for this study.

- Simple percentage analysis
- Chi-square test
- Garrett's Ranking Technique

DATA ANALYSIS AND INTERPRETATION

DEMOGRAPHIC FACTORS ANALYSIS

Chart: 1 DEMOGRAPHIC VARIABLES OF THE RESPONDENTS



INFERENCE: The above table shows that 31.7% doctor belong to 21-30 year of age category. 38.3% respondents belong to 31-40 years of age category. 20% are belong from 41-50 and the remaining 10% are above 50 years of age category. Majority of 60.8% are unmarried and 39.2% were married. 43.3% respondents were MBBS (MD) holders. 31.7% were MBBS holders and some respondents are qualified some other field. i.e., 11.7%. Average of the doctor' fall in 0 – 10 years working experience category.

FACTORS INFLUENCING WORK LIFE BALANCE AT WORKPLACE

Table:1 ranking the factors under Garrett's ranking technique

Factors	Rank given by the respondents					Total	Mean %	Rank
	1	2	3	4	5			
Working Location /Facilities	1575	4020	1200	312	0	7107	59.2	6
Flexible Working Hours	2700	3240	1350	117	0	7407	61.7	4
Salary	6075	2160	150	0	0	8385	69.9	1
Leave Arrangement	3450	2460	950	351	120	7331	61.1	5
Training Opportunities	450	1860	2450	936	240	5936	49.5	9

Job Security	3825	3720	350	0	0	7895	65.8	2
Friendly Environment	1425	2280	2700	273	48	6726	56.1	8
Career Development Prospect	3225	3120	1050	156	0	7551	62.9	3
Interest in Job	2175	2640	1150	507	264	6736	56.1	7
Multi Instructions	1050	1440	1900	1092	384	5866	48.9	10

INFERENCE: From the above calculation, among the factors, Salary is ranked as one with the highest mean score, is influencing work life balance in work place. Job security ranked as second and Career development prospects ranked as third. Continued the top three ranks, Flexible working hours and leave arrangements ranked fourth and fifth. Working facilities and interest in job ranked as sixth and seventh position. Remaining Friendly environment, Training opportunities and Multi instructions ranked as last eighth, ninth and tenth places.

FAMILY/LIFE RELATED VARIABLES THAT INFLUENCING WORK LIFE BALANCE

Table:2 Ranking family/life related variables under Garrett's ranking technique

Family/Life related variables	Rank given by the respondents					Total	Mean %	Rank
	1	2	3	4	5			
Family Problems	1200	2340	2350	702	0	6592	54.9	7
Family workload	375	1140	1750	1794	360	5419	45.2	9
Support and issues of family members	1800	2640	1850	585	0	6875	57.3	5
Family welfare	1425	1860	2550	741	0	6576	54.8	8
Sources of Income	3075	3180	1300	0	0	7555	63.0	2
Workplace issues at family	0	420	1600	1872	792	4684	39.0	10
Family budget and other monetary aspects	2925	2880	1400	195	0	7400	61.7	3
Children career	3825	2640	1250	0	0	7715	64.3	1
Recognition in family	1725	2880	1850	468	0	6923	57.7	4
Spouse and other family members understanding	2025	2040	2100	663	0	6828	56.9	6

INFERENCE: From the above table, it clear that Children career, Source of income and Family budget and other monetary aspects are the most important variables that influence women doctor work life balance, because these are ranked in 1st, 2nd and 3rd Places in the Garrett's table.

CHI-SQUARE TEST ACCEPTS THE FOLLOWING HYPOTHESIS

- There is significant association between employee satisfaction of work life balance and Flexible working time.
- There is no significant association between employee satisfaction of work life balance and 5-day work week.
- There is significant association between employee satisfaction of work life balance and Child care facilities.
- There is no significant association between employee satisfaction of work life balance and work support services.

FINDINGS

- Majority of 42.5% are working extra for below 4 hours in a week with pay.
- Without pay maximum of 70% are extra worked less than 4 hours in a week.
- Salary is ranked as one with the highest mean score, is influencing work life balance in work place. Job security ranked as second and Career development prospects ranked as third.
- Family worries or problems distract women doctor from their work with mean score of 59.3.
- From the mean score of 64.3, majority of respondents felt that job reduces the amount of time they spend with their family
- Majority of respondents not aware about work life balance policies in their organisation. i.e., 45.83%.
- Only 34.17% of respondents were satisfied with their organisation work life balance. 24.17% of respondents were fairly satisfied and only 10% are very satisfied with their organisation work life balance. 10.83% are not satisfied and 20.83 of respondents were don't even think of satisfaction.

RECOMMENDATIONS

Studies show that a low work-life balance can result in unhealthy levels of stress, unhappiness, and even reduced productivity. Based on the findings of the study the following recommendations are drawn.

- Recognition and reward for better service is an inevitable factor. This will motivate others to perform and contribute for the hospitals, such as advancement opportunities and salary increases.

- Private hospitals should give fringe benefits to women doctor, because most of the doctor worried about their children's career. So, hospitals should try to give crèche facilities, educational support, longer maternity leave and etc. It will boost doctor work life balance and reduce retention.
- Due to work stress the respondents have been facing the problems mainly in the Private sector because of the timings in the hospital, pressure from the management and personal problems. With related to this they have been facing the health problems so, management has to take a measure in related to this aspect.
- It is real that 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 women doctor 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.
- All the team leaders or supervisors should motivate the subordinates working under them. Motivation by senior's doctor will increase the efficiency and dedication of junior doctor. The productivity also will increase as career development is one of the factors influencing young doctor work life balance.

CONCLUSION

It is concluded that the Quality of work life of women doctor in private hospitals in Kanyakumari district should need to be improved. From the study it was found that family-friendly policies like parental leaves, job sharing arrangements, provision of child care facilities etc. should be provided in the organization so that women can be encouraged to prove their competence. Further, work flexibility and autonomy should also be given to women doctor. Majority of working women agreed that post maternity leave and child care facilities at workplace should be given to them so that they don't have to face any problem in maintaining their household and professional roles. Hence, the hospitals practitioners should redesign their policies in relation to work-life balance thereby ensuring the well-being of all women doctor.

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