



## WORK-FAMILY CONFLICT, PERCEIVED STRESS AND SLEEP QUALITY AMONG FEMALE NURSES ACROSS SHIFT SCHEDULES.

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### ABSTRACT

Work-family conflict is a concerning challenge for female nurses, especially those working in irregular shift schedules. The present study aimed to examine the relationship between work- family conflict, perceived stress and sleep quality among day shift and rotational shift female nurses. A sample of 73 (37- Day shift and 36- Rotational shift) female nurses has been selected using a purposive sampling method. They have been administered using Work- family conflict scale, the Perceived Stress scale and the Pittsburgh Sleep Quality Index. The results revealed a significant positive correlation between work- family conflict, perceived stress and sleep quality.

**KEYWORDS :** Work-family conflict, Perceived stress, Sleep quality and Female nurses.

### INTRODUCTION

Nursing is a demanding profession that comprises emotional involvement, long working hours, and a high level of responsibility for patient care. Particularly, female nurses need to balance both family and work responsibilities. When family responsibilities override works those results in work-family conflict. This could negatively affect psychological well-being. Work- family conflict is closely related to perceived stress because persistent role interferences lead to feelings of overload and reduced control. So, when nurses experiencing high level of stress, which negatively impacts sleep. To add on this, shift work complicates these challenges further. Working on rotational shifts creates changes in the biological clock and hormones, which promotes poor sleep. So, the present study seeks to explore the relationship between these variables and the differences between day shift and rotational shift female nurses.

### REVIEW OF LITERATURE

Han and Kwak (2022) found that work-family conflict among nurses is positively correlated with burnout and sleep disturbances.

Jacobasen et al. (2014) found that a higher level of work-family conflict is significantly associated with sleep deficiency among patient care workers.

Masa'Deh et al. (2016) discussed that nurses working in the psychiatric department perceive a higher level of stress.

### METHOD

#### Objectives

- To examine the relationship between work- family conflict, perceived stress and sleep quality among Female Nurses.
- To compare levels of work- family conflict, perceived stress and sleep quality in day shift and rotational shift female nurses.

#### Hypotheses

- H1- There will be a significant relationship between work- family conflict and perceived stress among female nurses.
- H2- There will be a significant relationship between work- family conflict and sleep quality among female nurses.
- H3- There will be a significant relationship between perceived stress and sleep quality among female nurses.
- H4- Rotational shift female nurses will have a higher level of work- family conflict than day shift nurses.
- H5- Rotational shift female nurses will have a higher level of perceived stress than day shift nurses.
- H6- Rotational shift female nurses will have low level of sleep quality than day shift nurses..

#### Sample

A sample of 73 (37- Day shift and 36-Rotational shift) female nurses was selected as a sample using the Purposive sampling method. Purposive sampling was chosen to ensure the sample was relevant to the study.

#### Tools

**Socio - Demographic Profile-** It was developed by the researcher for gathering information about the subjects' age, number of siblings,

educational qualifications and shift type.

**Work-Family Conflict Scale-** The work-family conflict subscale was taken from the original scale of work- family conflict and family-work conflict scale, which was developed by Netemeyer, Boles, and McMurrian in the year 1996. The work-family conflict has 5 items. It has a Cronbach's alpha of 0.85 and construct validity.

**Perceived Stress Scale-** The perceived stress scale was developed by Cohen, Kamarck and Mermelstein. This scale consists of 10 items. It has a Cronbach's alpha of 0.78 and construct validity.

**Pittsburgh Sleep Quality Index -** The Pittsburgh Sleep Quality Index was constructed by Buysse et al. It is a 19-item scale with 7 components. It has an internal consistency of 0.83 and content, discriminant, and construct validity.

### RESULTS

**Table 1 Correlation Between Work-Family Conflict, Perceived Stress, and Sleep Quality (N=73)**

Variables	Mean	S.D	Work-family conflict	Perceived stress	Sleep quality
Work-family conflict	21	5.79	1	.533**	.499**
Perceived stress	19.86	6.03	.533**	1	.422**
Sleep quality	6.39	2.93	.499**	.422**	1

**Table 2 Comparison of Day Shift (N= 37) and Rotational Shift (N=36) female nurses on Work-Family Conflict, Perceived Stress and Sleep Quality**

Variable	Day Shift (N=37)		Rotational Shift (N=36)		t- value	p- value
	Mean	S.D	Mean	S.D		
Work-Family Conflict	17.11	4.03	24.89	4.73	7.51	<.001
Perceived Stress	15.87	4.08	23.86	4.75	7.85	<.001
Sleep Quality	4.22	1.64	8.56	2.51	8.67	<.001

### DISCUSSION

The present study explored the relationship between Work- Family conflict, Perceived stress and Sleep quality among female nurses. The Correlation analysis suggested that a significant positive correlation was found between work-family conflict and perceived stress, which indicates that nurses perceive a higher level of stress due to work interference in the family environment. Work-family conflict is also found to be positively associated with sleep quality, suggesting that due to work interference, nurses struggle to get adequate sleep. Moreover, perceived stress showed a significant positive association with sleep quality, highlighting that due to stress, sleep is affected.

The independent sample t- test results showed a significant difference between Day shift and Rotational shift female nurses in work-family conflict, perceived stress and sleep quality. Rotational shift female nurses found to have a higher level of work-family conflict, perceived stress and poor sleep quality than day shift female nurses.

Overall, the findings emphasize that rotational shift female nurses have

significant occupational risks.

## CONCLUSION

The current study found a significant positive association between work-family conflict, perceived stress and sleep quality among female nurses and significant differences were observed between day shift and rotational shift female nurses in work-family conflict, perceived stress and sleep quality.

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