

A study on work life balance of private hospital female nurses with special reference to Pattambi Municipality, Palakkad district, Kerala.

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Abstract: Due to economic condition and social demand the role of working women has changed very rapidly. As the consequence women have a mental as well as physical pressure to develop a career as well as comfort engagement in family life. Work life balance refers to maintaining the balance between responsibilities at work and at home. Work life balance is the most important and challenging matter being overlooked by the women employees in the present era because of the type of position they play at personal life and at the same time in work life. This affects the person's physical, emotional and social well-being. Thus, achieving work life balance is a necessity for working women to have a good quality of life. This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life.

Key Words: Work life balance, Women Employees, stress, Career and family.

1. INTRODUCTION:

Nurses are one of the most diverse and largest work forces in the health care system. The word “nurse” originated from Latin word “Nutricius” which means someone who nourishes, fosters and protects. The role of nurses in the health care system is expanding and changing. Their role is not just limited to institutional care but also involves delivery of services at various levels of the health care system. The nurses are one of the strongest pillars of the health care delivery system in providing safe, affordable and quality services to the people. Mortality, morbidity and disability reduction, health promotion through healthy lifestyles are positive health outcomes in which nurses have a pivotal role. They play a major role in maintaining health status and also in achieving the health related targets of the country

Today both men and women share the responsibilities equally and earning for their betterment of their family life, this is make Work – life Balance of women employees has become an important subject. Work life balance refers to maintaining the balance between responsibilities at work and at home. It is very important in the medical field because they are dealing with human beings. Nurses have an important role in the society. The job ‘Nursing’ is a profession as well as social service. Nurses are responsible for the treatment safety and recovery of actually or chronically ill or injured people, health maintenance and treatment of life-threatening emergencies in a wide range of health care settings. So the nurses are inevitable factor in the society. So the study on work life balance women nurses is very important.

2. OBJECTIVES:

- To analyze the work life balance of nurses working in private hospitals in pattambi .
- To analyze the variables which influence the work life balance at work place on nurses.
- To identify the importance of work environment towards the performance of nurses.
- To know which extend the nurses able to balance their work life with personal life.
- To evaluate the strategies to achieve WLB

3. SCOPE AND SIGNIFICANT OF THE STUDY:

Work life balance has emerged as one of the most important aspects of job that ensures long term association of employees with the organization. It is essential for the organization to develop quality relation between its employees and working environment because now-a-days, demanding of job creates imbalance between family and work life due to job pressure and conflicting interests.

4. COLLECTION OF DATA

The data is collected through primary and secondary sources.

4.1 PRIMARY DATA

Primary data was collected from the respondents using structured questionnaires, which was prepared in such a way that, it enables the respondent to express their opinion freely and frankly and collect data from 80 respondents.

4.2 SECONDARY DATA

Secondary data was collected from different published and unpublished research reports, text books, magazine, journals, articles, website etc.

4.3 TOOLS OF ANALYSIS

1. Simple percentage analysis
2. z-test
3. ANOVA
4. Garrett ranking technique
5. Correlation

5. LIMITATIONS

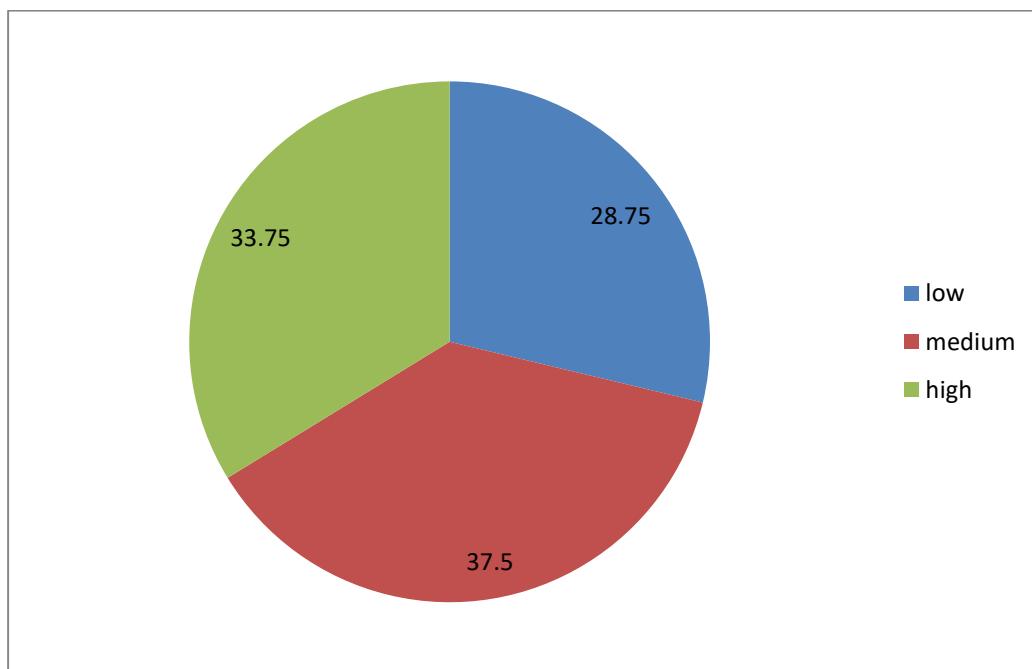
- Sample size is limited to 80 nurses.
- There may be errors due to the bias of the respondents.
- Due to time constraints and busy schedule of nurses, it was difficult to interact with them completely.
- The study is limited to nurses in Pattambi municipality. There for the findings of the study cannot be extended to other areas.

6. ANALYSIS AND INTERPRETATIONS:

Table showing level of work life balance

Work life balance	Frequency	Percentage
Low(17-42)	23	28.75
Moderate(43-49)	30	37.5
High(50-85)	27	33.75
	80	100

Chart showing level of work life balance



Interpretation

It is found from the table that 28.75% of the respondents have low level of work life balance, 37.5% of the respondents have moderate level of work life balance and remaining 33.75% of the respondents have maintaining high level of work life balance.

Table 2: showing correlation between stress and work life balance

Correlation		Total work life balance	
	Pearson correlation	1	0.128
	sig.2-tailed)		0.117
	N	80	80
	Pearson correlation	0.128	1
	sig.(2-tailed)	0.117	
	N	80	80

INTERPRETATION

To find out the relationship between the level of stress and work life balance correlation was done. The p value (.117) is greater than .05 so there is no significant relationship between stress and work life balance.

7. FINDINGS:

- Majority of the respondents are faced high level of stress.
- Majority of 40% of the respondents have moderate level of work life balance.
- Ranking of major motivational factors salary is ranked first, convenient shift is ranked second, good working condition is ranked third, job security is ranked fourth and other incentives are ranked fifth.
- The p value (.000) is less than .05. so there is significant mean difference in the work life balance based on gender of the respondent.
- The p value (.000) is less than .05. So there is significant mean difference in the work life balance based on marital status of the respondent.

8. SUGGESTIONS:

The organization can provide regular medical checkup for improving the medical facilities.

- The organization can provide effective training for efficient performance of employees.
- The organization can improve promotional policies
- Provide substantial freedom, independence and discretion to employees in scheduling their work.
- Team culture, peer relations also influence the quality of work life of the employees. So there should be good relationship between employees.

9. CONCLUSION:

The study was done to determine the work life balance among nurses working in pattambi municipality, Palakkad district. The study findings revealed that there was a moderate work life balance reported among nurses in private sector. The work environment of the nurses was given least importance and they were compelled to manage with limited resources. Even though the nurses in the private sector reported lesser work load, they were more dissatisfied with salary and financial benefits. The salary in the private sector was significantly lower. There is a need for Critical reflections on the work life balance debate, organizations to adopt human resource strategies and policies that accommodate the work-life needs of a diverse workforce in the current business environment.

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