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A STUDY ON DETERMINANTS OF WORK LIFE BALANCE OF WOMEN EMPLOYEES OF GOVERNMENT HOSPITALS IN TIRUNELVELI DISTRICT

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Abstract

Work-life balance has now become an issue of concern among employees as well as for employers in healthcare industry. Majority of women work lives are a juggling act that included multiple responsibilities at work, heavy meeting schedules, and business trips, on top of managing the daily routine responsibilities of life at home. The scope of the study was limited to the married women employees working in government hospitals of Tirunelveli district regarding the challenges that they face in balancing professional life and personal life. This study consists of Doctors, Nurses and technicians. The study covers to identify the possible, feasible ideas to overcome the imbalance and improve the quality of work life balance of women employees of government hospitals in Tirunelveli district. The scope of the study is to analyze the work life balance among the women employees of government hospitals in Tirunelveli district. Data have been collected from the women employees of government hospitals in Tirunelveli district through questionnaires. It is concluded that government hospitals in Tirunelveli district, should address the Work Life Balance related issues and to support the women employees to manage their work life balance which would add to the performance of these staff members. The results also indicated that work life balance of women employees in government hospitals is a challengeable one. Their need to be a periodical review in terms of their work and personal life satisfaction, otherwise, they would be subjected to severe stress.

Keywords: Work life balance, Women employees and Healthcare industry

Introduction

Work-life balance has now become an issue of concern among employees as well as for employers in healthcare industry. The growing participation of women in workplace and twin career families has produced totally diversified workforce, which give rise of maintaining work-life balance among employees. The concern of government is also seems to be increased for the issue in past few decades because imbalance work-life cause negative impact on employee's health which consequently reduce the productivity and creativity among employees and organizations, results directly or indirectly in financial losses. Job stress become the crucial problem in hospitals as mostly. Organisations are nowadays suffering with the problem of inadequate staff, more expectations by the side of patients and their families, long and odd working hours. Instead of it exposure to hazardous substances and infectious diseases raise the level of work-stress among healthcare staff. While threat of litigations for malpractices and regular encounters of death also create emotional and psychological stress among employees.

Statement of the Problem

Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The attitude of female workers has also changed. Women are growing more ambitious as they become key players in the world of work, contributing to major company successes. Majority of women work lives are a juggling act that included multiple responsibilities at work, heavy meeting schedules, and business trips, on top of managing the daily routine responsibilities of life at home. Traditionally the role of women used to be of cooking, cleaning etc. They were looked upon as a caregiver or as home keeper and were denied access outside home. Today's women have made their mark in every field. Be it arts, literature, sports, corporate etc women are ready to take up challenges. People want to be able to have a good quality of life, an enjoyable work life and career progression, training and development, good health, affordable childcare or eldercare, further education.

more money, time to travel, time with friends and family, time to do sports and hobbies.

Work life balance is the imperative instrument in the modern working life of any individual irrespective of their occupation. It is normally a challenging exercise among the occupants to manage work situations, family circumstances and the intervention of these two at different conditions. In addition to that the influence of predictable and extraneous factors relevance to work life balance and imbalances are countless.

The women Doctors and Nurses working in Health sector work under the condition of work pressure, inflexible working environment and frequent patient interactions. In addition to that the women Doctors and Nurses working in Health sector undergo the pressure of multi task and multi demand and command. The women Doctors and Nurses in Health sector face the situation of caring the work responsibilities to the home and at the home. These avenues encounter the imbalance among them to manage work and family. The Health sector carries heavy responsibility centers and accountability make women to encounter work life balance related issues. Attitude is the combination of cognitive, affective and behaviour component and its stability can be re-modified based on situation and environment. In connection to work life balance, the attitude of encountering individual also vary.

Health sector offer employment to women in various working avenues. But the working systems, the prevailing work culture, the impetus of needy economy sources cause work life imbalances of women Doctors and Nurses in this sector. In order to study these aspects the particular study has been designed.

Objectives of the Study

The study was conducted with the following objectives:

1. To know the level of work-related variables influence on work life balance among women employees of Government Hospitals in Tirunelveli District.
2. To identify the determinants of work life balance of women employees of Government Hospitals in Tirunelveli District.
3. To recommend / suggest ways for improving work life balance.

Significance of the Study

Work-Life Balance is the worldwide phenomenon and requisite of each and every individual. Though each and every organization may have a different work culture,

working conditions, rules and regulations, facilities which are vary from one organization to other organization. The purpose of this study is to identify the factors affecting Work-life balance of women employees of Government Hospitals in Tirunelveli district to determine the causes of work-life imbalance in these hospitals and to provide an insight for employers so that they can take proper work-life balance initiatives.

Scope of the Study

The scope of the study was limited to the married women employees working in government hospitals of Tirunelveli district regarding the challenges that they face in balancing professional life and personal life. This study consists of Doctors, Nurses and technicians. The study covers to identify the possible, feasible ideas to overcome the imbalance and improve the quality of work life balance of women employees of government hospitals in Tirunelveli district. The scope of the study is to analyze the work life balance among the women employees of government hospitals in Tirunelveli district.

Methodology

Data have been collected from the women employees of government hospitals in Tirunelveli district through questionnaire. The sample of nurses, doctors and technicians working in government hospitals was taken. The purpose of study was to know the obstacles they are facing while working. One-way ANOVA was used for analysing the data and results were interpreted with the help of SPSS. Well designed questionnaire was used for getting the responses of women employees working in government hospitals. 125 samples of nurses, doctors and technicians were taken from government hospitals in Tirunelveli District.

Analysis and Interpretation

Level of Work-Related Variables Influence on Work Life Balance

In order to find out the significant difference in level of work-related variables influence on work life balance among different categories of women employees of Government hospitals in Tirunelveli district, ANOVA is attempted with the null hypothesis as, "There is no significant difference in level of work-related variables influence on work life balance among different categories of women employees of Government hospitals in Tirunelveli district". The result of ANOVA for level of work-related variables influence on work life

balance among different categories of women employees of Government hospitals in Tirunelveli district is presented in Table 1.

Table 1 Level of Work-Related Variables Influence on Work Life Balance

S.No	Work Related Variables	Doctors	Nurses	Technicians	F Statistics
1	Work load	4.3667	4.3506	4.0427	1.067
2	level of responsibility	4.6455	4.1377	4.0200	3.256*
3	Close supervision	4.2524	4.2360	4.1623	1.202
4	Work safety	3.6180	3.5714	3.3111	0.919
5	Support from others	2.3187	2.2079	2.1859	2.024*
6	Working conditions	3.9740	3.9494	3.9000	0.246
7	Multi instructions	4.2857	4.2778	4.1685	0.718
8	Execution of work	4.1444	4.0364	4.0005	1.090
9	Priority of jobs	4.1818	4.1778	4.0225	2.615*
10	Scope for improvement	4.1568	4.1556	4.0197	2.547*
11	Importance of decision-making	4.0185	4.0000	3.9432	0.238
12	Work targets	4.2343	4.0312	3.7556	3.340*

Source: Computed data

*Significant at five per cent level

Table 1 shows the mean score of level of work-related variables influence on work life balance among different categories of women employees in government hospitals along with its respective 'F' statistics. The high level of work-related variables influence on work life balance among the respondents who are doctors are level of responsibility and work load and their respective mean scores are 4.6455 and 4.3667 and among the respondents who are nurses, work load and multi instructions and their respective mean scores are 4.3506 and 4.2778. Table further shows that the high level of work-related variables, influence on work life balance among the respondents who are technicians are multi instructions and close supervision and their respective mean scores are 4.1685 and 4.1623. Regarding the level of work-related variables influence on work life balance, the significant difference among the different categories of women employees, are identified in the case of amount of responsibility, support from others, priority of jobs, scope for improvement and work targets since the respective 'F' statistics are significant at 5 per cent level, the null hypothesis is rejected.

Determinants of work life balance

In order to find out the significant difference in determinants of work life balance among different categories of women employees of Government hospitals in Tirunelveli district, ANOVA is attempted with the null

hypothesis as, "There is no significant difference in determinants of work life balance among different categories of women employees of Government hospitals in Tirunelveli district". The result of ANOVA for determinants of work life balance among different categories of women employees of Government hospitals in Tirunelveli district is presented in Table 2.

Table 2 Determinants of work life balance

S.No.	Factors	Doctors	Nurses	Technicians	F Statistics
1	Present annual income of employee	3.9909	3.9412	3.9220	0.505
2	Tenure in the present hospital	3.2353	3.2341	3.1818	0.344
3	Department in which an employee is working	4.0727	4.0058	3.9706	0.951
4	Nature of Job	4.5227	4.0116	4.0867	4.311*
5	No of years of previous experience	4.1318	4.0607	3.9118	1.410
6	Level of hierarchy in the hospital	4.0658	3.9738	3.9529	1.760
7	Term of Contract	3.8555	3.7941	3.7727	0.696
8	Support from employer and management	3.9646	3.9556	3.9167	0.211
9	Support from colleagues	3.4444	3.2197	3.2114	1.571
10	Policies of hospital	4.2222	4.0354	4.1625	1.615
11	Long Working Hours	4.2889	4.6388	4.0682	5.049*
12	Age of an employee	4.3167	4.1333	4.1220	3.108*
13	Martial Status	4.1111	4.0407	3.9898	0.481
14	No of Members of family	4.1212	3.8444	3.8505	1.617
15	Type of Family / Family Structure	4.0909	4.0833	4.0000	0.642
16	Age of the KIDs	4.2576	4.3444	4.1424	2.280*
17	No of Dependents	4.3515	4.2250	4.0863	1.425*
18	Educational Qualification	4.4917	4.0697	4.0530	8.548*
19	Mobility from native place	4.3333	4.1795	4.1417	1.434
20	Psychological factors	4.5263	4.2615	4.2417	2.740*
21	Energy Levels of employee	4.2051	3.9400	3.9141	3.264*
22	Self High Expectations	4.2251	4.1733	4.0352	2.980*

Source: Computed data

*-Significant at five per cent level

Table 2 shows the mean score of determinants of work life balance among different categories of women employees in government hospitals along with its respective 'F' statistics. The important determinants of

work life balance among the respondents who are doctors are nature of job and psychological factors and their respective mean scores are 4.5227 and 4.5083 and among the respondents who are nurses, long working hours and age of the kids and their respective mean scores are 4.6389 and 4.3444. Table further shows that the important determinants of work life balance among the respondents who are technicians are psychological factors and policies of organization and their respective mean scores are 4.2417 and 4.1825. Regarding the determinants of work life balance, the significant difference among the different categories of women employees, are identified in the case of nature of job, long working hours, age of an employee, age of the kids, no of dependents, educational qualification, psychological factors, energy levels of employee and self high expectations, since the respective 'F' statistics are significant at 5 per cent level, the null hypothesis is rejected.

Suggestions

- The hospitals are advised to establish a work life balance cell at their hospital in order to analyse the level of their employees' expectations and perception on the work life balance concept. Then only they can ensure the well-being to their employees and try to maximize the employees' satisfaction.
 - The hospital should go for childcare and also support the employees for non-work commitments. It would help the hospitals to retain the talented women employees at every level.
- Stress free environment can be created by giving minimum work load. Courses on effective stress management can be introduced by the hospitals. Typically they can create awareness and demonstrate technique to reduce the stress. Proper yoga and meditation training can be given to the employees to cope with stress.

- It is very necessary to understand that married women with children require more organizational support than the unmarried and married employees with no children. So it is the prime responsibility of the employee to take care while designing the human resource policies so that they can best utilize the women employees potential.

Conclusion

From the above discussion, it is reasonable to conclude that government hospitals in Tirunelveli district, should address the Work Life Balance related issues and to support the women employees to manage their work life balance which would add to the performance of these staff members. The results also indicated that work life balance of women employees in government hospitals is a challengeable one. Their need to be a periodical review in terms of their work and personal life satisfaction, otherwise, they would be subjected to severe stress.

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