

A STUDY ON WORK LIFE BALANCE OF NURSES IN THOOTHUKUDI DISTRICT

Synopsis submitted to the Madurai Kamaraj University in partial
fulfillment of the requirements for the award of the Degree of

DOCTOR OF PHILOSOPHY IN COMMERCE

Researcher

M.JENSIRANI
(Reg. No. F9736)

Supervisor

Dr. A. MUTHUMANI

Assistant Professor

Post Graduate and Research Department of Commerce
Sri S.Ramasamy Naidu Memorial College
Sattur



MADURAI KAMARAJ UNIVERSITY
MADURAI – 625 021
TAMIL NADU
INDIA

JANUARY 2019

A STUDY ON WORK LIFE BALANCE OF NURSES IN THOOTHUKUDI DISTRICT

SYNOPSIS

INTRODUCTION

Life is short journey of self-discovery. It is a journey of choices and challenges that a human makes. The ups and downs that occur, as a consequence of these choices and challenges, have to be tackled by man. The decision he/she takes to counteract these choices and challenges, determines his or her success in life.

Work Life Balance (WLB) is a broad concept including proper prioritizing between 'Works' on one hand and 'life' on the other. In the broader sense, the terms include "life style balance, "Globalization, downsizing and flexible work patterns" have left many employees with a feeling of increasing work demands and pressure, and a daily struggle to manage their work and family responsibilities.

Unbalanced work life relationship can result in reduced health and low performance outcomes for individuals, families and organizations. Work Life Balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. It refers to the effective management of multiple responsibilities at work, at home and in the other aspects of life. Work life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care and other personal activities, in addition to the demands of the workplace.

Indian families are undergoing rapid changes due to the increased pace of urbanization and modernization. All classes of Indian women have entered into paid occupation. At the present time, Indian women's exposure to educational

opportunities is substantially increasing, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. Women are required to perform an accumulation of disparate roles simultaneously each one with its unique pressure. Multiple role-playing has been found to have both positive and negative effects on the mental health and physical health of professional women. In certain instances, women with multiple role reported better physical and psychological health than women with less role involvement.

A working woman has two roles to play namely professional and personal role. This has a significant role in shaping the performance of an individual especially in Indian context. Role clash is also caused by the reverse relation that is personal level stress affecting job performance. Work life balance is a state where an individual manages real or potential conflict between different demands on their time and energy in a way that satisfies their needs for well-being and self-fulfillment.

A person who enjoys the work and derives satisfaction alone can perform well and produce more. The achievement of tasks and goals lead to job satisfaction. The job satisfaction, achievement of goals and objectives, fulfillment of personal needs lead to well-being and happiness, which is the basic meaning of personal life.

The Indian healthcare sector is one of the biggest and fastest developing sectors in the world. Healthcare sector can form a huge part of nation's economy. Indian health care sector is growing with a wide range of needs and expectations. The phenomenal changes in the caption of healthcare sector in India pave the way for the source of employment in the positive proportion. Due to privatization in healthcare sector, hospitals are confronting great competition. They are confronted with variety of challenges posed by the business environment internally and externally. In spite of

having such challenges, hospitals are competing to achieve their goals effectively and efficiently. Hospital employees are also affected by workforce changes due to technological advancement and high rate of competition in this sector. Changes in the work style, work culture, family needs and responsibility, work demands are rapidly taking place which eventually increased the population of dual earner couples, nuclear family system and eldercare responsibilities. These increased changes can have adverse impact on employees' as well as organizational performance. Increased pressure at workplace negatively affects the work life balance of the employees.

Nurses occupy the largest employing group in health care sector. They are key players in s sector. The job nature of a nurse is basically has to work in shifts, work for longer shifts with few breaks or without breaks. So nurses are struggling to achieve work life balance. They have to work for different types of health affected patients. Besides, nurses are facing problems from other health care workers. Just like bullying, harassment, continuous unreasonable demands, improper or misleading communications, workplace politics and conflict among co-workers create a heavy pressure on a nursing professional and it may affect the family and work environment. Stress is termed to one of the major factors that affects the work life balance and leads to physical and mental disturbance there by affecting the productivity of the employees. The well known American author and motivational speaker ZigZagler said that, "I believe that being successful means having a balance of success stories across the many areas of your life. You can't truly be considered successful in your business life, if your home life is in shambles". This doctoral thesis titled "A Study on Work Life Balance of Nurses in Thoothukudi District" marginally covers this

viewpoint, by studying the balance between the work and life of a selected set of nurses.

STATEMENT OF THE PROBLEM

Traditionally, the role of women was confined to cooking, cleaning and raising children and the like. They were looked upon as care giver or as home keeper and were denied access outside home. But now the situation is different. They have an important role to play even outside the home. With the potential education and employment opportunities today, most homes became dual earners because of increase in expenses and necessities. The expansion of higher education has also enhanced job prospects for women and there is a shift in the role models from stay-at-home mothers to successful professional women. Women achieved tremendous progress in every walk of life and made a mark where ever they are. But her role at home has not changed. The wife still cooks, does household work, takes care of the family members, family commitments and runs the house. With increase in pressure at work place and important demands at home, the work life balance is at stake.

Healthcare sector offers employment opportunities to women in various working avenues. They have chosen their career as per their wish and eligibility. One of the important careers among them is nursing professional. Health care sector is fully service oriented. In the competitive world, the demand of health care sector is also increased because of huge population and change of life style of the people in day to day activities. Still the health care sector is in growing phase with certain limitations, which creates a heavy pressure on nursing professionals and it may affect their work life. That pressure leads to extended working hours, compulsory overtime, chances of getting deceased, increased stress level of the nurses at their job and

thereby leading to job dissatisfaction which ultimately end up with higher attrition rate and low morale. 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 healthcare sector carries heavy responsibility and accountability which forces women to encounter work life balance related issues. In this context, it would be more relevant to make an attempt to study the problem related to work life balance of nurses working in private hospital at Thoothukudi District.

SCOPE OF THE STUDY

This study emphasizes on the work life balance of Nurses in Private Hospital at Thoothukudi District. This research focuses on analyzing the WLB of the respondents. This study covers the working environment, employment of spouse, relationship with colleagues, working hours, and stress because of work & family role, level of job satisfaction, motivations and other issues related to work life balance of the respondents. This study also covers the social/family circumstances of the respondents and also probes the intervention strategies expected by the respondents.

OBJECTIVES OF THE STUDY

This study consists of five objectives.

1. To study the socio-economic profiles and working conditions of the respondents.
2. To analyse the association between stresses with regards to selected socio-economic profiles and working conditions of the respondents.
3. To analyze the work life balance of the sample respondents.
4. To probe the intervention strategies expected by the respondents.
5. To offer suitable suggestions based on the findings of the study.

METHODOLOGY

The present study is based on both primary data and secondary data. The primary data were collected through the questionnaire from the nurse working in private hospital at Thoothukudi district. Before undertaking a final survey, a pre-test was conducted. During the pre- test, it was found that some changes were needed to be made like re-sequencing questions, addition, and deletion of questions, simplifying some questions and reducing the length of the questions. All these changes were incorporated in the questionnaire. The pre-test helped to identify the potential practical problem in data collection.

The secondary data were collected from published thesis, records, books, journals, websites, research papers and other related projects.

SAMPLING DESIGN OF THE STUDY

The study area is Thoothukudi District. The researcher has collected information from nurse those who are working in private hospital at Thoothukudi District. There are 62 private hospitals functioning in Thoothukudi District. About

1498 nurses are working in this private hospital. For the selection of respondents, the researcher has adopted Proportionate Stratified Random Sampling Technique. The study area is classified into Taluk. It consists of eight taluks namely Ettayapuram, Kovilpatti, Sathankulam, Srivaikundam, Thoothukudi, Tiruchendur, Vilathikulam and Ottapidaram. In Ottapidaram taluk, there is no private hospital. The researcher has used the following formula to calculate the sample size.

$$n = \frac{N}{1 + N(e)^2}$$

Where,

n = Sample Size

N = Population Size

e = Level of Precision (0.05)

Calculation of Sample Size

$$\begin{aligned} &= \frac{1498}{1 + 1498(0.05)^2} \\ &= \frac{1498}{1499(0.0025)} \\ &= \frac{1498}{3.7475} = 399.733 \end{aligned}$$

$$n = 400$$

The researcher has collected the data from 400 respondents in Thoothukudi District. So, the researcher has to proportionately elect 26.07 per cent of the respondents from each taluk.

The size of the sample is shown in Table 1.1

TABLE 1
TALUK WISE DISTRIBUTION OF PRIVATE HOSPITALS IN
THOOTHUKUDI DISTRICT

S. No.	Name of the Taluk	No. of Hospital	No. of Nurses (Population)	Sample Respondents (26.70%)
1.	Ettayapuram	4	61	16
2.	Kovilpatti	19	376	100
3.	Sathankulam	1	20	5
4.	Srivaikundam	5	81	22
5.	Thoothukudi	21	725	194
6.	Tiruchendur	11	225	60
7.	Vilathikulam	1	10	3
	Total	62	1498	400

Source: Birth & Death – New Common Software-Participate of Government and Private Institution

PERIOD OF THE STUDY

The researcher has collected the data related to work life balance of the private hospital nurses in Thoothukudi District for a period of one year from January 2017 to December 2017.

HYPOTHESES OF THE STUDY

The following null hypotheses were framed for the purpose of the study.

- There is no significant association between the Socio-economic profiles and level of stress of the respondents.
- There is no significant association between the working conditions of the respondents and their level of stress.
- There is no significant association between the socio-economic profiles and work life balance of the respondents.

- There is no significant association between the working conditions and work life balance of the respondents.
- There is no significant association between the source of stress and work life balance of the respondents.

TOOLS USED FOR ANALYSIS

The researcher has used the following statistical tools to test the collected data.

- Percentage Analysis
- Chi-Square Test
- Weighted Arithmetic Mean
- One Way Analysis of Variance (ANOVA)
- Discriminant Analysis
- Factor Analysis

LIMITATIONS OF THE STUDY

The primary data has been collected from the nurses of private hospitals in Thoothukudi District only. So, the calculated results may not represent the population as a whole. The findings may also be valid only for the present time as changes are likely to happen due to advancement or development of healthcare sector.

OPERATIONAL DEFINITION

a. Service Sector

The service sector provides a service, not an actual product that could be held in our hand.

b. Healthcare Sector

Healthcare sector is a hospital providing patients treatment with specialized medical, nursing staff and medical equipment.

c. Private Hospital

A private hospital is owned by a profit organization or non-profit organization. It gives healthcare service to the public at a paid form.

d. Work Life Balance

A work life balance refers to an employees' ability to maintain a healthy balance between their work role, personal responsibility and family life.

e. Nurse

Nurse is a person whose job is to care for people who are ill or injured especially in a hospital.

f. Stress

Stress is a state of mental or emotional strain or tension resulting from adverse or demanding circumstances.

g. Job Satisfaction

Job satisfaction is the level of contentment of a person who feels regarding her job.

CHAPTER SCHEME

The report of the study has been organized and presented in eight chapters.

- The first chapter deals with introduction, statement of the problem, objectives, scope of the study, methodology, sampling design, hypotheses of the study, period of the study, tools for analysis and limitations of the study.
- The second chapter discusses the review of past literature relating to the present study.
- The third chapter presents the conceptual framework of work life balance.

- The fourth chapter provides the socio-economic profiles and working conditions of the respondents
- The fifth chapter focuses on the level of stress of the respondents
- The sixth chapter analyses the work life balance of the respondents.
- The seventh chapter comprises the intervention strategies.
- The eighth chapter is a summation of the findings of the study and also offers the valuable suggestions & conclusion.