



WORK-LIFE BALANCE: A STUDY AMONG THE FEMALE NURSING PROFESSIONALS IN KOLLAM TOWN

Unnimaya P S

Research scholar in Management, University of Kerala.

Abstract

This study is about the female nursing professionals to know whether they are able to achieve better balance between their work life and personal life, to identify what are the facilitators and obstacles in creating a good work-life balance and to compare Work Life Balance between private and Govt. hospital nursing professionals. The research is carried out between selected Private and Government hospitals in Kollam town. A sample of 200 nursing professionals is included. Statistical analysis revealed that generally the nursing professionals are able to manage their work and personal life. But the study gives a different picture about the Government hospital nursing professionals. Results showed that the nursing professionals in private hospitals are better achieving work-life balance than that of the government hospitals.

Keywords: *Work-Life Balance, Nursing professionals, Facilitators & Obstacles, Achievement of work-life balance.*

Introduction

There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade your personal life — and maintaining work-life balance is no simple task. Work and family are both central to our way of life. Finding a balance between the two is an issue of importance to men, women, and employers. Today, nearly 50 percent of families have two wage earners. Less than one-fifth of families are “traditional” breadwinner/homemaker families.

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other.

According to a major Canadian study conducted by Lowe (2005), 1 in 4 employees experience high levels of conflict between work and family, based on work-to-family interference and caregiver strain. If role overload is included, then close to 60 percent of employees surveyed experience work-family conflict.

Objectives

1. To find out the major facilitators and the obstacles and their effect on nurses in achieving work-life balance
2. To examine whether the nurses are successful in achieving work-life balance in their daily life
3. To compare the experience of work-life balance among the nurses in private and Government hospitals

Hypothesis

Hypothesis 1: There is significant impact of the facilitators and the obstacles on the achievement of Work Life Balance of nurses in Private and Government hospitals in Kollam town.

Hypothesis 2: The nurses are successful in achieving Work Life Balance in their daily life.

Hypothesis 3: Work Life Balance of Private hospital nurses are better than that of the Government hospital nurses.

Statement of the Problem

In today's world, work and family are the most central and prominent role domains for the majority of adults. Both are significant in terms of where we spend our time and the qualitative impact that they have on our lives. Sometimes many working women are forced to give a comparatively low priority to career, and to continue to



attach prime priority to their domestic roles due to family and social pressures. The typical male Keralite is proud of the achievements and outstanding performance of his daughters, but is skeptical about those of his wife! Also because their work is taken for granted, women get relatively little overt appreciation for household works. Thus working women in a way are forced to play multiple roles that of family maid, cook, nurse, and tutor, coupled with full-time employment demands. Most working women feel strained in their attempt to balance these roles of life. This is especially true in nursing, where the majority of employees are female.

Research Method in Brief

The study is descriptive cum analytical in nature. The descriptive research will help to identify the various characteristics of the problem and to reveal the potential relationship between variables; whereas analytical study employs advanced statistical techniques and correlation analysis.

Sample Design

The women nurses working in Government and Private Hospitals in Kollam town are the population. Simple Random Sampling method will be used. A sample of 200 nurses is selected after identifying the exact population.

Sources of Data

The Primary sources of the data is collected through interview method and structured questionnaire viz. Scale to measure Work-Life balance, and General Data Sheet to collect personal information from the nurses in selected Government and Private hospitals in Kollam town. The secondary source of the data is previous research reports, journals, published works, articles and websites.

Tools used

The data is analysed using appropriate statistical models like, mean score, standard deviation, standard error and Analysis of Variance to extract relevant information that is required.

Analysis & Interpretation

Profile of the sample respondents

Table1: Marital Status Distribution of Respondents

Marital Status	Segments					
	Private		Government		Total	
	No.	Percent	No.	Percent	No.	Percent
Single	16	16	9	9	25	12.5
Married	82	82	86	86	168	84
Widow/divorced	2	2	5	5	7	3.5
Total	100	100	100	100	200	100

Source: Survey data.

Table 2: Age Wise Distribution of respondents

Age	Segments					
	Private		Government		Total	
	No.	Percent	No.	Percent	No.	Percent
20-25yrs.	37	37	8	8	45	22.5
25-30yrs	30	30	25	25	55	27.5
30-35yrs	12	12	15	15	27	13.5
35-40yrs	8	8	32	32	40	20
40 & above	13	13	20	20	33	16.5
Total	100	100	100	100	200	100

Source: Survey data.



Table 3: Distribution of respondents on the basis of Experience

Experience	Segments					
	Private		Government		Total	
	No.	Percent	No.	Percent	No.	Percent
Below 3yrs.	40	40	34	34	74	37
3-5yrs.	34	34	14	14	48	24
5-10yrs.	8	8	33	33	41	20.5
10-15yrs.	7	7	11	11	18	9
More than15	11	11	8	8	19	9.5
Total	100	100	100	100	200	100

Source: Survey data.

Table 4: Salary Level distribution of the respondents

Salary Level	Segments					
	Private		Government		Total	
	No.	Percent	No.	Percent	No.	Percent
below 5000	54	54	0	0	54	27
5000-10000	27	27	9	9	36	18
10000-15000	9	9	40	40	49	24.5
15000-20000	10	10	44	44	54	27
above 20000	0	0	7	7	7	3.5
Total	100	100	100	100	200	100

Source: Survey data.

Table 5 : Facilitators of WLB

Facilitators	Government			Private			Total		
	Mean	S.D	S.E	Mean	S.D	S.E	Mean	S.D	S.E
	2.85								
Flexible time schedule		1	0.10	3.23	1.46	0.15	3.04	1.26	0.09
Holidays & paid leaves	4.36	0.69	0.07	2.4	1.18	0.12	3.38	1.38	0.10
Transportation facility	2.06	1.03	0.10	2.95	1.04	0.10	2.5	1.13	0.08
Time off for family emergencies	3.12	1.06	0.11	1.95	0.98	0.10	2.53	1.17	0.08
Parenting / Family support system	1.95	0.98	0.10	4	0.88	0.09	2.97	1.38	0.10
Counseling	1.94	1	0.10	3.87	0.99	0.10	2.9	1.39	0.10
Subsidized canteen	2.14	1.1	0.11	3.97	1.11	0.11	3.06	1.43	0.10
Healthcare programs	2.13	1.27	0.13	3.66	1.07	0.11	2.9	1.4	0.10

From the analysis of 8 major facilitators of Work-Life Balance under study, it is found that nurses (in general) get only three of these facilitators that are helping them to achieve work-life balance. But in the category wise analysis, in private, the respondent nurses feel that 5 facilitators out of 8 are helping them in achieving WLB. In Government, the respondent nurses get only 2 facilitators out of 8. Therefore, it can be concluded that these facilitators help the nurses in private hospitals to achieve balance between work and personal life. Therefore hypothesis 1 is accepted.



Table 6: Obstacles of WLB

Obstacles	Government			Private			Total		
	Mean	S.D	S.E	Mean	S.D	S.E	Mean	S.D	S.E
Hectic work schedule	3.41	1.42	0.14	4.05	1.07	0.11	3.73	1.29	0.09
Compulsory overtime	3.67	1.26	0.13	3.21	1.23	0.12	3.44	1.26	0.09
Shift works	3.77	1.19	0.12	3.82	1.11	0.11	3.8	1.15	0.08
Weekend work	4.08	1.05	0.11	3.92	1.07	0.11	4	1.06	0.08
Negative attitude of superiors	3.58	1.29	0.13	3.79	1.1	0.11	3.69	1.2	0.08
Negative attitude of subordinates	3.61	1.29	0.13	3.48	1.38	0.14	3.55	1.34	0.09

From the analysis of 6 major obstacles of Work-Life Balance, it is found that all these six variables are hindering nurses in achieving work-life balance. The category wise analysis also shows the same result. Therefore, it can be concluded that these obstacles are hindering the nurses in both private and Govt. hospitals in achieving a balance between work and personal life. Therefore, the Hypothesis H2 is accepted.

Table 7: Experience of Work-Life Balance

		Sum of squares	df	Mean square	F	Significance
Age of the children	b/w groups	19.845	1	19.845	8.395	0.004
	within Groups	468.03	198	2.364		
Caring taking role	b/w groups	1.28	1	1.28	0.649	0.421
	within Groups	390.22	198	1.971		
Hours spend with child	b/w groups	4.805	1	4.805	3.013	0.084
	within Groups	315.75	198	1.595		
Elder Care	b/w groups	2.205	1	2.205	1.536	0.217
	within Groups	284.15	198	1.435		
Travelling time	b/w groups	12.005	1	12.005	7.046	0.009
	within Groups	337.35	198	1.704		
Worrying about work	b/w groups	2.88	1	2.88	2.393	0.123
	within Groups	238.3	198	1.204		
Feeling of depression	b/w groups	17.405	1	17.405	15.421	0
	within Groups	223.3	198	1.129		
Preparation about own WLB	b/w groups	25.205	1	25.205	20.471	0
	within Groups	243.79	198	1.231		
Stress Related Problems	b/w groups	4.5	1	4.5	1.187	0.277
	within Groups	750.92	198	3.793		
Discussing WLB issues with superior	b/w groups	6.125	1	6.125	3.519	0.006
	within Groups	344.67	198	1.741		
Salary	b/w groups	98	1	98	86.386	0
	within Groups	224.62	198	1.134		
Switching to a better job	b/w groups	2	1	2	1.623	0.004
	within Groups	244	198	1.232		
Managing stress	b/w groups	0.18	1	0.18	0.242	0.623
	within Groups	147.24	198	0.744		



Type of shift work	b/w groups	11.045	1	11.045	6.705	0.01
	within Groups	326.15	198	1.647		
Hours of work per day	b/w groups	4.805	1	4.805	6.405	0.012
	within Groups	148.55	198	0.75		

From the analysis of 13 variables of Work-Life Balance, and from the results of facilitators and obstacles in part A, it is found that seven variables give positive results. The analysis gives the conclusion that the nurses in general, are successful in achieving work-life balance.

Therefore, the Hypothesis H3 “The nurses are successful in achieving Work Life Balance in their daily life” is accepted.

The analysis of achievement of work-life balance shows that, the nurses, in general are able to balance their work-life. But the category wise analysis shows, out of 6 major variables which have significant difference between the groups, Government hospital nurses have only one positive opinion regarding variables of achievement of work-life balance.

Conclusion

On the basis of the findings made from the study, it is understood that out of 8 major facilitators of Work-Life Balance, the nurses (in general) get only three facilitators which are helping to achieving work-life balance. But the category wise analysis showed that private hospital nurses are getting 5 facilitators in achieving work-life balance. The study reveals that, out of 6 major obstacles of Work-Life Balance, it is found that all these six variables are hindering nurses in achieving work-life balance, both in general and in category wise. With regard to the achievement of work-life balance, out of six major variables analysed, 4 variables are positively related. Therefore, it is concluded that nurses (in general) are able to balance their work and life. But the comparative analysis between private and Government nurses concluded that the Private hospital nurses are better achieving work-life balance than Government hospital nurses.

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