IMPACT OF WORK-LIFE BALANCE AMONG STAFF NURSES IN SELECTED PRIVATE HOSPITALS AT DHARMAPURI DISTRICT

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Abstract
Work/life balance is the phrase of the moment. As the pressure and pace of modern life increases, the prospect of achieving any kind of balance between work and life becomes hard task. The health care sector is facing unparalleled challenges in an increasing customer oriented environment. Hospitals plays vital role and contributes major part of health care sector, which are mainly designed to care for the sick, and the injured well. Nursing profession is the part of the total health organization which aims at satisfying the needs of the patients/community. The major problem in delivering effective nursing service is that the staff nurse strength is not at par with the patient strength. Due to this the existing staff nurses are overburdened with their routine activities. The role of staff nurses becomes juggling between their work and life ultimately leads to stress and poor performance. This pilot study attempts to study the impact of work/life balance in selected private hospitals at Dharmapuri district of Tamilnadu. Data was collected through questionnaire from a sample of 30 staff nurses. This study reveals the influence of demographic factors and its impact towards work/life balance of staff nurses.

Keywords: Work/Life Balance, Nursing Profession, Staff Nurses, Overburdened, Poor Performance, Demographic Factors.

INTRODUCTION
'*Work life balance*' while the dream of most, is now incorporated in to work places. Work is the part of life and once that is accepted then balancing the whole lifetime be attempted. Work life balance puts insights in scheduling an equal number of hours for various and personal activities. But individual work vary overtime often on daily basis which is usually and unrewarding and unrealistic.

Three factors such as global competition, personal lives/family values, and an aging work force are the present challenges that exacerbate work life balance. The concept 'work-life balance' as a means of tackling the problem of increasing amounts of stress in the workplace as people try to juggle a wide range of factors in their life/work environment, including: work; family; friends; health; and spirit/self.

REVIEW OF LITERATURE
Kahn, Wolfe Quinn, Snoek & Resenthal 1994 & Thomas &Biddle, 1996-- Long Standing view that individuals both take and actively make roles. Role related outcomes.

Marks & Mac Dermid 1996-- Role balance theory seeks full meaning experiences in their work and family.

Lachman&Boone , James 1997 -- Successfully managing multiple responsibilities is a development task.

Greenhaus, Collin & Shaw 2003 --Absence of work family conflict. Frequency of work interface with families and frequency of family interface with work.

Clark 2000--Equal satisfaction of work &   family roles.Effective satisfaction in work and family roles of individual's life priorities.

INDUSTRY INSIGHT
Hospital industry is an important component of the value chain in Indian Healthcare industry rendering services and recognized as healthcare delivery industry, which is growing at an annual rate of 14%. In accord with the original meaning the word, Hospital were originally "places of hospitality" and this meaning is still preserved with the ultimate services rendered by the staff nurses in Hospital industries irrespective of their levels. India's excellence in the field of modern medicine and its ancient methods of physical and spiritual wellbeing make it the most favorable destination for good health and peaceful living.

Hospital industry being inevitable of the society, where the patients frequently expects how well the staff nurses interact and work together and it is also indicated how happy the staff nurses appears with lots of smiling faces in spite of their issues and challenges, regulatory environment and most importantly quality control which influences the work-life balance of the employees. Effectiveness can be measured. Research has established that investment in any one of these categories of response to work-life balance yields a positive return and that a relatively modest investment in all of them is associated with measurable increases in productivity, engagement, retention, better health outcomes and greater shareholder value.

RESEARCH GAP
The evidence presented above clearly suggests that work attitudes are more important factor in work/family integration. Almost research has predominantly focused on the negative aspects of balancing work, and family research is beginning to acknowledge that the integration of these roles may be beneficial. (Barnett & Hyde, 2001; Greenhaus2002;Wayne, 2004).

Research is needed to more fully understand the positive and negative impact of dual role. (Barnett & Hyde, 2001).

Additional research that incorporates the multiple dimensions of work life balance is encouraged and warranted.

NEED OF THE STUDY
Work intensification involves more than longer work hours, highlighting how performance pressures and work effort affect workers. These challenges (workforce aging, increasingly competitive labour market, information technology and rising benefit costs) create new possibilities for employers to achieve organizational performance goals while simultaneously meeting workers' personal aspirations.

At the same time, numerous employees are experiencing a reduced quality of work-life. This is reflected most prominently in work-life imbalance and role stress. With more women employed than ever before and dual-earner families' common, work-life balance is an ongoing quest. Furthermore, there are many signs that job performance expectations have been ratcheted up since the 1990s. Thus, with both employers and employees under pressure to find ways to improve the work life balance— and through this, enabling employees to contribute their best efforts in terms of organizational commitment — surely there is common ground for action.

OBJECTIVES
- To identify the existing pattern of working environment among staff nurses
- To analyze and observe the present schedules and priorities of staff nurses.
- To observe the influence of demographic factors regarding the balance of work-Life and to provide suitable suggestions

RESEARCH METHODOLOGY
The validity of research is based on systematic method of data collection and analysis. The study relies on primary and secondary data. The primary data was collected from the staff nurses by using questionnaire and interview schedule and likert's scale was used to observe the priorities. The study would reveal quick win policies of work life balance and tries to reduce the stress level which ultimately results in work/life balance of employees. The study would identify the key needs in realistic workloads.

OPINION STATEMENTS- [ABOUT WORK/LIFE BALANCE]
STATISTICAL ANALYSIS
Factor analysis is a multivariate statistical technique used to condense and simplify the set of large number of variables to smaller number of variables called factors. This technique is helpful to identify the underlying factors that determine the relationship between the observed variables and provides an empirical classification scheme of clustering of statements into groups called factors.

Test of KMO and Bartlett's test of sphericity
The use of KMO and Bartlett's test of sphericity is primarily essential to measure sample adequacy for using Factor Analysis. The small value of KMO statistics indicate that the correlations between pair of variables cannot be explained by other variables and the Factor analysis may not be appropriate.

Table-1, KMO and Bartlett's Test

Kaiser-Meyer-Olkin	Measure of sample adequacy	.267
Bartlett's test of Sphericity	Approx. Chi-square	330.170
	DF	231
	Sig	.000

Source: Primary Data

KMO Test: Test the suitability of factor analysis. This measure varies between 0 and 1, and 1 values closer to 1 are better.

Bartlett's test of Sphericity: statistical test for overall significance of correlation within a correlation matrix. Uses chi-square with $p(p-1)/2$ *d.f.,* where *p* is number of variables. Sig. gives the *p-value* which is 0.000, less than 0.05 here. Thus study showed that there is significant correlation among variables.

OPINION TOWARDS ENTERPRISES

Using all the 22 statements namely ***Gender, Age,…….and Strategies of WLB***, Factor analysis is performed in order to group these attributes on priority basis based on the strength of inter-correlation between them , called 'Factors' and cluster theses statements in to the factors extracted and the results are presented in the following tables.

Table- 2, Factors of Work Life Balance

Sl.NO	FACTORS	COMPONENT					COMMUNALITIES =1
		1	2	3	4	5	
1	Gender	.135	0.153	0.039	0.285	**0.619**	0.508
2	Age of the respondents	**0.782**	0.147	-0.043	-0.113	-0.040	0.649
3	Educational Qualification	-.094	0.033	**0.670**	0.300	-0.317	0.649
4	Marital Status	-.692	0.021	0.081	-0.078	**0.289**	0.576
5	Nature of Family	-.491	0.313	0.108	-0.057	**0.558**	0.665
6	Travelling hours	-.104	**0.695**	0.250	0.503	-0.170	0.837
7	Salary per month	-.225	**0.550**	-0.131	0.361	0.000	0.501
8	Relationship with Colleagues and friends	0.189	**0.738**	0.180	-0.318	-0.192	0.751
9	Years of Experience	-.086	**0.748**	0.099	-0.150	-0.271	0.673
10	Working hours satisfaction	0.073	**0.549**	-0.416	-0.412	0.038	0.651
11	Stress Experience-because night shifts,overload	0.421	-0.149	-0.165	**0.486**	-0.402	0.624
12	Awareness level of WLB	**0.448**	-.080	0.228	0.110	-0.053	0.274
13	Org..Policy of WLB	**0.535**	-0.321	-0.062	-0.396	-0.051	0.552
14	Individual perspectives on WLB	**0.521**	-0.104	0.509	0.279	0.144	0.639

15	Time spent with Family	**0.683**	-0.116	-0.241	-0.220	0.230	0.639
16	Initiates of Org. towards WLB	0.299	-0.049	**0.585**	-0.277	-0.153	0.534
17	Job and family interface in performance	**0.586**	0.230	0.296	-0.267	-0.062	0.559
18	Likes about work	0.256	0.037	**0.584**	-0.013	0.512	0.670
19	Work Environment Experience	**0.659**	0.064	-0.219	0.430	0.268	0.742
20	Factors leads to Poor WLB	**0.611**	0.177	-0.158	0.220	0.174	0.509
21	Strategies of WLB	0.379	**0.617**	-0.205	-0.108	0.143	0.599
22	Post occupational Effect of WLB	0.119	0.048	-0.652	**0.294**	-0.110	0.540
Eigen value % of variance explained		*23.459*	*24.362*	*13.135*	*3.14*	*35.903*	
Eigen value Cum. % of variance explained		*23.459*	*47.821*	*60.956*	*64.096*	*100*	

Extraction method: Principal Component Analysis

COMMUNALITIES: This is proportion of each variable's variance that can be explained by the factors. It is also noted as h^2 and can be defined as the sum of squared factor loading for variables. The variance of each variable is standardized to unity and partitioned into two parts-communality of that variable and specific variance of that variable, i.e., communality +specific variance =1. Therefore, no community can be more than 1. Communality is due to the correlation among variables. It is concluded that communality only as specific variance is beyond the control of research field. In this analysis used principal component method for extracting communalities and initial communalities are taken as unity.

Table 2 gives the rotated factor loadings, communalities, eigen values and the percentage of variance explained by the factors. Out of the 22 statements opinion towards work/life balance of staff nurses are identified. 4 factors have been extracted and these four factors put together explain the total variance of these statements to the extent of 100 %. In order to reduce the number of factors and enhance the interpretability, the factors are rotated. The rotation increases the quality of interpretation of the factors. There are several methods of the initial factor matrix to attain simple structure of the data. The varimax rotation is one such method to obtain better result for interpretation is employed and the results are given.

Table – 3,Total Variance Explained						
Component	*Initial Eigenvalues*			*Extraction Sums of Squared Loadings*		
	Total	*% of Variance*	*Cumulative %*	*Total*	*% of Variance*	*Cumulative %*
1	4.334	19.698	19.698	4.334	19.698	19.698
2	2.968	13.491	33.189	2.968	13.491	33.189
3	2.475	11.251	44.440	2.475	11.251	44.440
4	1.879	8.543	52.983	1.879	8.543	52.983
5	1.686	7.662	60.644	1.686	7.662	60.644

6	1.498	6.809	67.453			
7	1.356	6.162	73.615			
8	0.953	4.334	77.949			
9	0.780	3.546	81.495			
10	0.735	3.339	84.834			
11	0.678	3.082	87.916			
12	0.603	2.741	90.657			
13	0.484	2.201	92.858			
14	0.398	1.811	94.669			
15	0.376	1.711	96.380			
16	0.301	1.369	97.749			
17	0.165	0.751	98.501			
18	0.113	0.515	99.016			
19	0.103	0.468	99.485			
20	0.063	0.285	99.770			
21	0.038	0.172	99.942			
22	0.013	0.058	100.000			
Extraction Method: Principal Component Analysis.						

FOUR COMMON APPROACHES ARE TO
1. Select the number of factors with eigenvalues of 1.00 or higher;
2. Examine a scree plot of eigenvalues plotted against the factor numbers;
3. Analyze increasing numbers of factors; stop when all non-trivial variances is accounted for; and
4. Use the number of factors that your theory would predict.

VRIANCE EXPLAINED
The above table observed that principal component (PC) method of factor analysis. In PC method factor is called as component. The initial number of factors is the same the number of variables used in the factor analysis. However, not all 22 factors are retained. Researcher can choose number of factors or eigen value method. In this method, the number of factors=number of eigen values of correlation matrix more than 1. Initial eigen values are the eigen values of correlation matrix. Since, only two eigen values are more than and also *five variable factors cumulative 60.644% variance, while 3 factors explain 60.956% variance.*

ROTATION SUMS OF SQUARED LOADINGS: *This helps in identifying the influence and relationship between the demographic factors and work/ life balance of the staff nurses in hospital industries.* Thus the factor analysis condensed and simplified the 22 statements and grouped into 5 factors on priority basis, explaining 100 % of the variability of all the 22 statements.

INTERPRETATION
From the above table (2 and 3) it is inferred from the calculated eigen values that the majority of the staff nurses are able to manage their work/life satisfactorily in which the age, qualification, experience, salary, working environment and family support plays inevitable role. But there is dissatisfaction pertained to night shifts, work load, repetitive work and travelling hours among staff nurses.

FINDINGS OF THE STUDY
The findings of the study are presented on the basis of factor analysis. The matrix of factor loadings is rotated orthogonally using varimax rotation. Total factors of variance accounted for is redistributed over the two extracted factors.
- The study reveals that the majority the respondents are female and belongs to the age group of below 30. Most of them are unmarried, which is preferred by private hospitals.
- This phenomenon is reflected throughout the industry.
- Majority of the nurses are qualified with diploma in nursing. The industry is satisfied with diploma qualification.
- Majority of them belongs to 3-5 years of experience which is felt as more comfortable.
- The study reveals that most of them are earning between Rs.8000-Rs15,000 which is varying according to the experience
- .Most of them had friendly relations in work environment which makes them to be in comfort zone.

RECOMMENDATIONS
Staff nurses should be motivated positively and properly educated about the work environment by their respective mentors. Worksite interventional programs could be arranged for those working in night shifts and stressful units. Job rotation option could be provided for repetitive and risk nature of work. Hospital management could provide orientations and technical training to deal with stressful situations. Flexi-time options can be provided them to attend immediate family needs. Those who come from long distance can be provided with good conveyance mode options.

CONCLUSION
Growing importance of hospital industry mainly relies on the contribution of nursing profession. In the competitive working environment balance of work and personal life becomes hectic which includes career ambitions, health, fun and family. The results of this study provide baseline information in understanding the Work/life of nurses and their commitment in hospital sector. The impact of work/life influences the level of satisfaction, motivation, their involvement in job and to be a better family member. It is no doubt that achievement of work/life balance by the staff nurses would rejuvenate the hospital atmosphere with drastic changes.

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