

A COMPARATIVE STUDY ON “WORK LIFE BALANCE AMONG NURSES’ WITH SPECIAL REFERENCE TO GOVERNMENT AND PRIVATE HOSPITALS IN TIRUNELVELI DISTRICT

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ABSTRACT

Women's in their career struggles more to maintain their work environment along personal life. This study compares the WLB between nurses in government and private hospitals and their feelings about the nature of work. Around 20% of nurses were juggle to maintain their work-life. They spend more than 6 hrs in a day with their family, this study has found out the WLB between nurses in government and private hospitals are very less in general and has also found that government and private hospitals work load and temporary lack of staff are the main reason for them to work overtime

Keywords: WLB, Nurse, Hospitals, Tirunelveli

1. INTRODUCTION

Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society.

Work – life balance is having enough time for work and enough to have a life thus the work life balance. Related but broader terms include “lifestyle balance” and “life balance”.

The expression was first used in the late 1970s to describe the balance an individual's work and personal life. In the United States, this phrase was first used in 1986. Over the past twenty-five years, there has been a substantial increase in work which is felt to be due, in part, by information technology and by an intense, competitive work environment. Long – term loyalty and a “sense of corporate community” have been eroded by a performance culture that expects more and more from their employees yet offers little security in return.

2. OBJECTIVES OF THE STUDY

- To compare the WLB between nurses in government and private hospitals.
- To analyze the nurses satisfaction level in work-Life.
- To analyze the nurses feelings about their work.
- To analyze the factors affecting work life balance.

3. SCOPE OF THE STUDY

The scope of the present study is to analyze the work life balance among nurses in government and private hospital, factors affecting work life balance, satisfaction of nurses in their work life and family life, feelings of nurses towards their profession were studied.

4. LIMITATIONS

- This study was under taken only among nurses in government and private hospitals in tirunelveli district.
- Government PHC (primary health centers) were not included for this study.
- Samples of 200 nurses belonging to departments OP, LABOUR WARD & MEDICAL were selected for the study.

5. RESEARCH METHODOLOGY

Sample Size:

Due to biased error and unresponsiveness, sample size of 200 responses was used for data analysis.

Sampling Technique:

The sampling method adopted is the non-probability sampling method. In non-probability sampling method the Quota sampling method is used for this study.

Sources of data:

The study is based on both primary and secondary data. Primary data has been collected by using a questionnaire. Secondary data has been collected from books, journals, company manuals and internet.

Tools for collection of data:

The questionnaire is the major tool administered for collecting primary data from the respondents.

Area of the study:

The study has been conducted in government and private hospitals in Tirunelveli district.

Tools used:

The information collected through questionnaire is analyzed by using the following statistical tools namely:

- Percentage analysis
- Chi-square test
- Weighted Average Method

6. ANALYSIS AND DISCUSSION

- 90% of nurses are female in government hospitals and 88% of nurses are female in private hospitals.
- 79% of nurses are married in government hospital and 29% of nurses are married in private hospitals.
- 33% of nurses have completed their degree courses in government hospitals and 32% of nurses have completed their degree courses in private hospitals.
- 67% of nurses have completed their diploma courses in government hospitals and 68% of nurses have completed their diploma courses in private hospitals.
- 55% of nurses are working in labour ward, 13% of nurses are working in medical, 32% of nurses are working in OP in government hospitals and 49% of nurses are working in labour ward, 12% of nurses are working in medical, 39% of nurses are working in OP in private hospitals.
- In government hospitals 25% of respondents having above 10 years of experience in nursing profession and only 4% of nurses having 10 years of experience in nursing profession in private hospitals.
- In government hospitals 56% of nurses in joint family and in private 55% of nurses belong to joint family.
- In government hospital only 18% of nurses are working more than 12 hours and 45% of nurses are working more than 12 hours in private hospitals.
- Both in government and private hospitals work load and temporary lack of staff are the main reason for them to work overtime.
- 24% of government hospitals nurses are spending more than 6 hours with their family and 18% of nurses in private hospitals are spending more than 6 hours with family.

- More than 40 % of government hospitals nurses are feeling dedicative about their profession but more than 40% of nurses feeling stress about their profession in private hospitals.
- Both government and private hospitals 40% of nurses are missed their important family events due to their work.
- More than 40% of nurses in both hospitals are taking care of their in laws and parents.
- In government, there is a significance relationship between demographic variables and feel about work.
- In private there is no significance relationship between demographic variables and feel about work.
- In government, there is significance relationship between gender and time spending with their family.
- In government, there is no significance relationship between shift and time spending with their family.
- In private hospitals, there is a significance relationship between gender and time spending with their family.
- In private hospitals, there is a significance relationship between gender and time spending with their family.
- Both government and private hospitals relationship with doctors is the major factor among satisfaction level at their work place.
- In government, Excessive household work is the major affecting factor in balancing their work life and family life.
- In private, lack of leisure time and financial problem are the major factor in balancing their work and family life.

7. CONCLUSION

From the above discussion, it is reasonable to conclude that both government and private hospitals in tirunelveli district should address the work life balance related issues and support the nurses to manage their work life and family life. Temporary Lack of staff nurse, lack of leisure time and financial problem are the reasons for the nurses to balance their work life and family life. This all should be revised in both government and private hospitals.

8. REFERENCE

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