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RESEARCH ARTICLE

WORK LIFE BALANCE OF FEMALE NURSES: A STUDY WITH REFERENCE TO RIMS, KADAPA, ANDHRA PRADESH

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ABSTRACT

Working women are burdened with work and family commitments. Most of working women feel difficult in balancing their work and family life. In Health Care Sector, the employees have to perform shift duties. The nurses have to perform morning, evening and night shifts. The nurses at night shifts observe more stress than others; this shows a negative impact on their professional and personal lives. Research indicates that improper work scheduling and long working hours tend to cause adverse effect on employee's health and well-being. This article highlights the issues connected to work life balance of female nurses and the factors that determine stress in work life balance of nurses working in Rajiv Gandhi Institute of Medical Sciences (RIMS), Kadapa district, Andhra Pradesh.

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INTRODUCTION

Health Care Industry – An Overview

As the saying goes – "Health is Wealth", health is considered as the most important phenomenon in today's world which determines the wealth of the country at large. Health Care Sector is one of the largest and important sectors in India. Health Care Industry is growing at a very high pace because of its share in terms of revenue and employment in the national economy. It is providing best service and increasing expenditure by both public and private authorities. Now a day's people in general are conscious about their health and aware about the best service providing to the patients. In this regard nurses play an important role in health care industry. Nurses play the major role in health care industry and are the first ones who are thought about when we talk about health

care and thus it is necessary that their needs have to be taken care and a congenial atmosphere is created for them to work with utmost job satisfaction and content, the result of which would be a high quality nursing care.

Work Life Enhancement

Work life enhancement concept revolves around the work and family, life satisfaction and job satisfaction. This has to be entangled by high level of positive waves which is of great importance in achieving the personal and professional objectives effectively and efficiently. Studies have proven that factors like improper work-life balance, work pressure, improper working environment, growth pressure, and salary and job security have greater impact on job satisfaction. The job satisfaction of a nurse is absolutely important for the smooth functioning and successful upcoming of the health care industry. Work Life Balance refers to the effective management of dual role at work and family. Greenhaus, Collins & Shaw (2003) has defined Work Life Balance as "the extent to which an individual is equally-self engaged and equally satisfied with-his or her work role and family role." Any employee has to balance between work and family life by

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prioritizing both at professional and at personal level. Demand for nurses is ever increasing. The attitude of nurses in taking care of patients cannot be seen in other professions. Because they play a vital role in the lives of patients in bringing back smiles on the faces with their unselfish and dedicated service. Nurses perform their duties as operation theatre assistants, health advisors, counselors, etc., Hence, keeping them happy and content is very important. Health care sector is an area with 24/7 work, always vigilant and on toes. This creates stress among nurses. Balancing work and family tends to have a proper physical and mental health. Proper working conditions, working schedules and support from family members will help in attaining good physical and mental health.

REVIEW OF LITERATURE

Work life balance

Clark SC (2000) work life balance is important for psychological well-being, high self esteem, satisfaction and harmony between work and life indicates the work life balance. Greenhaus *et al.* (2003) says that work family balance includes involvement, time and satisfaction balance. Clark (2000) defines work life balance as "satisfaction and good functioning at work and home, with a minimum of role conflict." Voydanoff (2005) defines it as "global assessment that work and family resources are sufficient to meet work and family demands such that participation is effective in both domains."

Stress

Griffin, Hogan, Lambert, Tucker-Gail & Baker (2010) defines job stress as "a worker's feelings of job related tension, anxiety, frustration, worry, emotional exhaustion, and distress." Robroek *et al.* (2009), Research shows that women are generally more likely to participate in worksite wellness programs than men and, overall, married employees have much higher participation rates than their single co-workers. Other determinants of higher participation rates include: white-collar or secured contract employees, full-time employees, older age, and small company employees; shift workers, lower income, and less education displayed much lower participation rates.

Objectives of the study

- To identify the stress experienced by nurses in RIMS.
- To know the causes of stress among nurses.
- To examine the influencing factors for work life balance of nurses.
- To analyze various ways to attain work life balance.

Research methodology

Research design proposed for the study is 'Descriptive' type of research service. This type of research deals with quality of responses from the respondents, attitudes, interests, self concept etc. Primary data was collected through survey method using questionnaire as the tool.

The study focused on the working mothers and hence purposive sampling method was adopted. Secondary data was collected from journals and Research articles.

Sample

Primary data was collected from the female nurses of RIMS Government General Hospital, Kadapa, Andhra Pradesh. Totally there are 195 Staff Nurses in RIMS working at morning, evening and night shifts. In which, there are 34 Head Nurses and 41 of them are working on contract basis. Of this 78 female nurses who are working in RIMS in different departments such as Casualty, ICU, Dialysis, Orthopedic, Psychiatric, Ophthalmic, Paediatric, etc. were selected. Questionnaire was distributed to the female nurses belonging to various departments.

Limitation of the study

This study was limited to nurses who are working in RIMS, Kadapa district. Research was confined to working mothers who has at least one dependent child and as sample size of 78 female nurses was collected from different departments, comparative study could not be made.

Findings of the study

The following are the analysis and interpretation of the present study conducted by the researcher.

Table 1. Age Group of Respondents

Age group	Frequency	Percentage
22-27	2	2.56
28-32	10	12.82
33-37	33	42.31
38-42	26	33.33
Above 42	7	8.98
Total	78	100

Source: Field survey data

Inference: The above table shows that 2.56% of respondents belong to the age group of 22-27. 12.82% belong to the age group of 28-32. 42.31% belong to the age group of 33-37. 33.33% belong to the age group of 38-42 and 8.98% belong to the age 42 and above.

Table 2. Spending quality time with family

Do you spend quality time with your family?

Level	Frequency	Percentage
Always	14	17.95
Often	23	29.49
Sometimes	32	41.03
Rarely	5	6.41
Never	4	5.12
Total	78	100

Source: Field survey data

Inference: Table 2 shows that 17.95% of the respondents feel that they are spending quality time with their family always and 29.49% of them feel that they often spend quality time with family members. 41.03% of the respondents opined that

they spend quality time with their family members only sometimes, 6.41% of them rarely and 5.12% of them never able to spend quality time with their family.

Table 3. Stress related problems

Do you suffer from any stress related problems?

Problems	Frequency	Percentage
Frequent head aches	31	39.74
Acidity	19	24.36
Mood swings	16	20.51
Hypertension	9	11.54
Any other	3	3.85
Total	78	100

Source: Field survey data

Inference: Table 3 shows that 39.74% of the respondents have frequent headaches, 24.36% of them have acidity, 20.51% have mood swings, 11.54% of them suffer from hypertension and 3.85% suffer from other stress related problems.

Table 4. Fatigue level

Do you feel exhausted?

Level	Frequency	Percentage
Always	33	42.31
Often	13	16.67
Sometimes	17	21.79
rarely	15	19.23
Total	78	100

Source: Field survey data

Inference: The above table depicts that 42.31% of the respondents feel they are always exhausted, 16.67% opine often, 21.79% of them say they are sometimes exhausted and 19.23% of the respondents feel they are rarely fatigued.

Table 5. Importance of family support on work life balance

Family support does not matter to me in balancing work-life aspect.

Level	Frequency	Percentage
Agree	2	2.56
Disagree	27	34.62
Neutral	1	1.28
Strongly agree	4	5.13
Strongly Disagree	44	56.41
Total	78	100

Source: Field survey data

Inference: Table 5 shows the importance of family support in striking balance between work and family. 2.56% of the respondents feel that family support does not matter, 1.28% is neutral and 5.13% strongly feel that they do not require family support in balancing work life aspect.

But 56.41% of the respondents strongly feel that family support is very essential in work life balance and 34.62% of nurses opine family support does matter for them in striking balance between work and family life.

Table 6. Positive effect of support from hospital authorities

The positive effect of support provided from hospital authorities in balancing work life aspect.

Level	Frequency	Percentage
Agree	36	46.15
Strongly agree	34	43.59
Disagree	8	10.26
Total	78	100

Source: Field survey data

Inference: This table shows that support from hospital authorities has positive effect on Employees performance. 46.15% of the respondents agree that support from hospital authorities has positive impact in balancing work life aspect, 43.59% of the respondents feel they strongly agree in this regard and only 10.26% of the respondents disagree to this analysis.

Conclusion and Suggestions

Previously, the female workforce in India was mainly employed in non-managerial, subordinate or low-profile positions. Now, they occupy almost all categories of positions in the workplace. The present study was conducted to know the work life balance of nurses who are working in RIMS, Kadapa district. Through this study the researcher was able to know the work life balance issues, stress caused in the work-life conflict and the role of family and hospitals in attaining work life balance of nurses. The study reveals that majority of the respondents has real problem in striking balance between work and family and though many of them enjoy their work in serving people they are facing stress related health issues. Most of the respondents feel, if they get proper timely support from both family and hospital, they will be stress free to some extent and will be able to strike balance between work and family.

The findings of this study recommend to the hospital authorities to initiate in making work-family friendly policies which will help the female nurses in striking balance between work and family. The results also indicated that attaining nurse's work life balance is a challengeable one. Since, RIMS is a Government Hospital and nurses working in the hospital are government employees, they are satisfied with their jobs. Though, it is difficult, nurses have to manage the work life balance and job stress as they are doing the noble service to the patients and having a job security as well.

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