

A Study on Work Life Balance of Private Hospital Female Nurses with Special Reference to Manjeri Municipality, Malappuram District, Kerala

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Abstract - The nursing profession is facing many challenges in the current global scenario, including staff shortages, increased workload, and inadequate support. The complexity of the healthcare environment and the nature of the work itself make it difficult for nurses to balance their personal and professional lives. The issue of work-life balance is of particular concern for women in the nursing profession, as they continue to face gender-based discrimination and lack of support in the workplace. This paper aims to explore the various factors that contribute to the work-life balance of female nurses in the healthcare industry. The study will investigate the impact of organizational policies, work environment, job demands, and personal factors on the work-life balance of female nurses. The study will also analyze the coping strategies adopted by nurses to balance their personal and professional lives, and the effectiveness of such strategies in promoting work-life balance. The findings of this research will help in identifying the best practices for promoting work-life balance in the nursing profession, which can ultimately lead to better patient outcomes and a healthier workforce.

Key Words: Nurses, Work life balance, Women Employees, stress, Career and family.

1. INTRODUCTION

Nurses are an integral part of the healthcare system, providing essential services to patients. They work tirelessly to reduce mortality and morbidity rates, promote healthy living, and achieve health-related goals. As the workforce evolves, both men and women share equal responsibilities and provide for their families. However, achieving a work-life balance has become a significant concern, particularly for female nurses. Work-life balance is essential in the medical field, as nurse's work with human lives, and balancing responsibilities at work and home is crucial.

Nursing is a profession and a social service that involves caring for patients with acute or chronic illnesses, injuries, and emergencies. Nurses ensure the safety and recovery of patients, provide health maintenance services, and deal with life-threatening emergencies in various healthcare settings. Nurses' roles and responsibilities are vast and diverse, and they require a great deal of dedication and hard work. Despite their importance in the healthcare system, nurses face numerous challenges, including low salaries, long working hours, and inadequate facilities.

Achieving work-life balance is crucial for nurses, as it affects their physical, emotional, and social well-being. Female nurses, in particular, face challenges in balancing their personal and professional lives due to societal expectations and gender norms. In this context, it is essential to examine the challenges that working women, especially female nurses, face in achieving work-life balance and to identify ways to address these challenges. By addressing these challenges, we can ensure that nurses can provide quality services while maintaining their personal lives.

2. OBJECTIVES

- 2.1 To analyze the work-life balance of nurses working in private hospitals located in Manjeri.
- 2.2 To analyze the various factors that impact work-life balance among nurses in their workplace.



- 2.3 To identify the importance of the work environment towards the performance of nurses.
- 2.4 To determine the extent to which nurses are able to balance their work and personal lives.
- 2.5 To evaluate the effectiveness of strategies that can be employed to achieve work-life balance among nurses

3. SCOPE AND SIGNIFICANT OF THE STUDY:

Achieving work-life balance has emerged as a significant challenge for employees across various sectors, including the healthcare industry. Nurses, in particular, face numerous challenges in balancing their personal and professional lives due to their demanding work schedules and responsibilities. To address these challenges, it is essential to analyze the factors that influence work-life balance among nurses, including work environment, workload, financial benefits, and personal factors. This study aims to examine the work-life balance of nurses working in private hospitals in Manjeri, analyzing the variables that affect work-life balance and identifying the strategies to achieve a better balance.

Achieving work-life balance is crucial for nurses as it impacts their physical, emotional, and social well-being, which, in turn, affects patient care and outcomes. It also plays a vital role in nurses' job satisfaction, retention, and commitment to the organization. By understanding the factors that influence work-life balance among nurses, organizations can develop human resource strategies and policies that accommodate the diverse work-life needs of nurses. This, in turn, can improve employee productivity, satisfaction, and the overall quality of patient care. The findings of this study can provide valuable insights for healthcare organizations, policymakers, and stakeholders to improve the work-life balance of nurses and promote a more supportive work environment.

4. COLLECTION OF DATA

The data is collected through primary and secondary sources.

4.1 PRIMARY DATA

The study utilized structured questionnaires to collect primary data from 80 respondents, allowing them to express their opinions freely and openly. The questionnaires were designed to facilitate the collection of unbiased responses.

4.2 SECONDARY DATA

The study also collected secondary data from various sources such as published and unpublished research reports, textbooks, magazines, journals, articles, and websites. This secondary data was used to support and complement the primary data collected from the respondents

5. LIMITATIONS

The limited sample size of the study could be one of the reasons for the restricted generalizability of the findings. A larger sample size comprising nurses from various regions and work settings could provide more comprehensive results. Additionally, the study relied solely on self-reported data, which could be biased due to social desirability or recall bias. Using multiple sources of data, such as interviews or observations, could have provided more in-depth and accurate results.

Another limitation of the study was the cross-sectional design, which did not allow for the assessment of changes in work-life balance over time. A longitudinal study design that tracks the work-life balance of nurses over a period could provide a better understanding of the dynamics involved. Moreover, the study was conducted in a specific geographical location and cultural setting, which may limit the applicability of the findings to other regions or cultures.

The researchers faced difficulties in interacting with the nurses due to their busy schedules, which may have affected the quality of the data collected. Furthermore, the study did not assess the impact of organizational policies and practices on the work-life balance of nurses. Future studies could explore the influence of organizational culture, work arrangements, and support services on the work-life balance of nurses. Overall, while the study provides valuable insights into the work-life balance of nurses, these limitations highlight the need for further research in this area to fully understand the challenges and potential solutions to achieve work-life balance among nurses.

6. FINDINGS:

- Majority of the respondent are faced high level of pressure.
- Majority of 40% of the respondents have moderate level of work life balance.
- Ranking of major motivational factors salary is ranked first, convenient shift is ranked second, good working condition is ranked third, job security is ranked fourth and other incentives are ranked fifth.
- The p value (.000) is less than .05. so there is significant mean difference in the work life balance based on gender of the respondent.
- The p value (.000) is less than .05. So there is significant mean difference in the work life balance based on marital status of the respondent.

7. SUGGESTIONS:

- The organization can provide regular medical checkup for improve the medical facilities.
- The organization can provide effective training for efficient performance of employees.
- The organization can improve promotional policies.
- Provide substantial freedom, independence and discretion to employees in scheduling their work.
- Team culture, peer relations also influence the quality of work life of the employees. So there should be good relationship between employees.

9. CONCLUSION

The study results emphasize the importance of achieving work-life balance for nurses, as it not only affects their physical and mental well-being but also impacts their job satisfaction and long-term commitment to the organization. Nurses play a vital role in the healthcare sector, and their well-being directly impacts the quality of patient care. Therefore, it is imperative for organizations to recognize the need for work-life balance and create a supportive work environment that can foster the well-being of their employees

Furthermore, the study findings suggest that organizations should focus on providing a conducive work environment for their employees. It is essential to ensure that nurses have access to adequate resources, including equipment, staff, and training, to perform their duties efficiently. Additionally, organizations must offer competitive salary packages and financial benefits to retain skilled nurses and reduce employee turnover. The study highlights the importance of adopting human resource strategies and policies that cater to the diverse needs of the workforce and promote a healthy work-life balance

In conclusion, the study indicates that achieving work-life balance is crucial for nurses, especially those employed in the private sector. The study findings suggest that organizations should reflect on the work-life balance debate and adopt human resource strategies and policies that can cater to the work-life needs of their employees. A supportive work environment, access to adequate resources, competitive salary packages, and financial benefits are crucial for ensuring the well-being and long-term commitment of nurses to the organization.

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