

A STUDY ON WORK LIFE BALANCE AMONG FEMALE NURSES IN SELECT HOSPITALS

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Abstract

The balance between domestic and professional commitments must be maintained. For everyone, maintaining a balance between work and personal life can be difficult. Because nurses encounter a greater level of physical and emotional stress than other workers, it can be particularly challenging for them to balance their professional and home lives. To achieve a healthy work-life balance, people must remember to prioritize their own needs and recover after a shift. Prior to their own needs, and occasionally even before those of their families, they must meet those of others. Like the majority of female professionals, nurses confront the difficulty that if they don't maintain a healthy balance in their lives, they may become prone to disease or experience job burnout. Nurses who are worn out and unfocused

Keywords: female staff nurse, work life balance, emotional stress

Introduction:

Work-life balance means harmony between one's job and one's personal life. When work life and personal life are out of balance, stress level is likely to soar. Maintaining work-life balance is no simple task. Still, work-life balance isn't out of reach. Too much stress over a long period of time leads to workplace burnout. Nurses who work tons of overtime hours are at a high risk of burnout. Burnout can cause fatigue, mood swings, irritability and a decrease in work performance. A nurse offers a crucial combination of clinical, emotional and social support to patients – and often their families – in their time of need. Not like other country Indian married woman has lots of responsibilities in their family life. previously women were looking after their family life only. In modern world many women are started to working because of the competitive world nature. A lot has changed since the covid -19 pandemic began, but the spirit and perseverance of nurse are still the same. This research reported here is aimed to provide insights into positive and negative aspects of Private Hospital female staff Nurses in selected hospitals of Palayamkottai.

Statement of the problem:

In the modern world women achieved a tremendous change than before but her work at home still not changed much. she has to do all the house work especially country like india. When they work every day, all day, with no time set aside for living life, they just get more stressed. In nursing, where nurses are on the front lines of patient interaction. They are unable to find sight of reality. Besides the normal family obligations nurses encounter as a spouse and a parent, they also may be experiencing difficulties at home. Any kind of strain at home can affect a nurse's mood and job performance. A good work-life balance is very important in their life. Working is necessary and hard working is surely not bad but we they need to find the right balance to keep their body healthy. Being nurse Happiness on work is very important but when they come home they need to put all the sorrows and problems of their work away. In this context, it would be more relevant to make an attempt to study the problem related to Work Life Balance of Nurses which may help the health care sector to drastically reduce the attrition rate and to provide high level of job satisfaction to the Nurses

Objectives of the study

1. To find out the barriers of female nurses regarding work life balance
2. To identify the factors contributing to the work life balance among female staff nurse
3. To identify the impact and to suggest the ways to improve the work life balance based on this study

Methodology:

This study is based on both primary data and secondary data. The primary data collected through the questionnaire from Nurses working in Private Hospital in and around palayamkottai. A self structured questionnaire has been used to collect the primary data based on time bound and convenience of workers. researcher chosen 70 female staff nurses randomly and collected questionnaires. Secondary data will be collected from newspapers, books, journals, websites, research papers and other related projects. The statistical tools like simple percentage and chi square test were applied in this research.

Analysis and discussions

Percentage analysis

The following table shows different barriers of work life balance factors of female staff nurses given below those factors are evaluated by percentage analysis.

Barriers of work life balance	More affected	Less affected	Not affected	Remarks
More work pressure	24(34%)	37(53%)	9(13%)	Less affected
More than 8 hours working/day	36(51%)	22(32%)	12(17%)	More affected
Difficult to get leave	40(57%)	20(29%)	10(14%)	More affected
More than 6 days work in a week	42(60%)	26(37%)	2(3%)	More affected
Feeling stressful in home and work place	39(56%)	24(34%)	7(10%)	More affected
Inadequate salary	36(51%)	22(32%)	12(17%)	More affected
Rotating schedules	36(51%)	18(26%)	16(23%)	More affected
Adequate patient care supplies and equipment	25(36%)	32(46%)	13(18%)	Less affected
Not able to concentrate on family functions	40(57%)	21(30%)	9(13%)	More affected
workload is too heavy	48(69%)	12(17%)	10(14%)	More affected

The above result shows that factors 'More work pressure' and Adequate patient care supplies and equipment are less affected. The other factors such as More than 8 hours working/day, Difficult to get leave, More than 6 days work in a week, Feeling stressful in home and work place, Inadequate salary, Rotating schedules, Not able to concentrate on family functions, workload is too heavy are more affected barriers of work life balance of female staff nurses.

Using chi-square test**Hypothesis 1**

There is no significant relationship between marital status and the work life balance of female staff nurses

Marital Status	Work life balance		chi-square value 13.586(d.f)=1P=0.0002
	More	Less	
Married	11(36.7%)	19(63.3%)	30
Unmarried	32(80%)	8(20%)	40
Total	43	27	70

From the above table, it is inferred that the null hypothesis is rejected and there exists a significant relationship between marital status and the work life balance of female staff nurse. The result of chi square test found that unmarried female staff nurses have more work life balance than married

Hypothesis 2

There is no significant relationship between age group and work life balance of female staff nurses

Age	Work life balance		value 14.292(d.f) =2P=0.0008
	More	Less	
20 - 30	5(26.3%)	14(73.7%)	19
31 - 40	12(66.7%)	6(33.3%)	18
41 & above	26(78.8%)	7(21.2%)	33
Total	43	27	70

From the above table, it is inferred that the null hypothesis is rejected ($=14.292$, $p = 0.0008$) and there exists a significant relationship between age and the work life balance of female. The result

of chi-square test found that high age 41 and above have more work life balance than below age group.

Conclusion:

Though they are moving around during daily nursing routine but it is not the same as walking, running, biking, swimming or going to the gym. Nurses who are overstressed may develop negative thoughts and feelings about nursing, patients and co-workers. Nurses need time away from work so they regain their fortitude and focus. From the findings its concluded that married woman are more affected with their work life balance and age group below 40 are less work life balance than above 40.

Suggestion:

Self-care methods can help nurses stay motivated so they can achieve job satisfaction and improved patient outcomes. Additionally, nurses who maintain a work-life balance tend to be physically, mentally and emotionally healthier; thus, they are less likely to call in sick or leave the nursing workforce. It is very difficult to get enough sleep, eat well and exercise due to extended shifts and a busy agenda. According to the National Sleep Foundation, seven to nine hours of sleep is recommended for adults. Besides adequate rest, proper nutrition is important for keeping them from gaining weight and compromising your health. In addition to eating a healthy diet, staying active is key to lowering stress.

They should not hesitate to speak to their nurse manager about work-related problems. Likewise, they may need their partner, spouse or children to pitch in with household chores. Getting early morning and late bedtime cause physical problems to avoid this problem they should follow the practice of good time management.

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