



# Work-life Balance and Job Satisfaction among Nurses in Krishna Multi Speciality Hospital, Sattur

<sup>1</sup> Indhuja M

Assistant Professor, Department of Management Studies, P.S.R Engineering College, Sivakasi, Tamilnadu, India

## Abstract

Work life balance means the competence to schedule the hours of an individual Professional and Personal life so as to lead a healthy and peaceful life. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life Work life balance spending 50% of time work and 50% of time at home. This study aims work life balance among nurses in Krishna multispecialty hospital. To obtain result, descriptive research designs with simple random sampling method. The primary data has collected from all the nurses in the organization. The well-structured questionnaire has formed with open-ended and closed-ended questions. Collected data has analysed with percentage analysis, weighted average, correlation, chi-square techniques. It is clearly found that respondents are neutrally satisfied with their work life balance in the organization. The recommendations were providing based on the research finding and analysis that the organization concentrates in employees working hours because most of the respondents are affected with their family responsibility. Organization may focus to modify the shift system and it helps the employees motivated having work as well as balanced work life. Most of the respondents are suggested that they want salary increment based on their experience in the organization.

**Key words:** work overload, work family conflict, working hour

## 1. INTRODUCTION

This study is Work life balance of late has become an important concern for employee wellbeing. Organization work to maximize their profit and in turn emphasize in the process of production. In order to maximize the profit in the long run, organizations need to focus on the effective management system of the overall organization. Human resource in this context is the vital of all the resources which the organization needs to focus on. Employee wellbeing and satisfaction are the other key components on which the growth of an enterprise depends. Of late the concept of work life balance has become popularized. This may be due to increasing complexity of work, demand for more specialization, and ask for more efficiency and productivity, participation of female workforce in service sector, increasing competition in the market.

Work–life balance is a concept having proper prioritizing between "work" (career and ambition) and "lifestyle (Health, Pleasure, Leisure, Family & Spiritual). India being a changing economy there is change in the societal, political and economic background in work and has drastically varied from the past years. On a daily / regular basis, the right work life balance for today will probably be different for tomorrow.

### 1.1 RESEARCH OBJECTIVES

- To analyses the work life balance and job satisfaction among nurse in Krishna multispecialty hospital, Sattur.
- To identify the factors influencing work life balance among nurse in the hospital.
- To analyses the measures improves the nurse' work life balance in the hospital.
- To examine the impact of work life balance on job performance.
- To study the satisfaction level of nurse towards managing work life in Krishna multispecialty hospital, Sattur.

### 1.2 LITERATURE REVIEW

**Dr. Ipseeta Satpathy and Dr. B. Chandra Mohan Patnaik (2014)** entitled research on “A Comparative Study on Work-Life Balance of Nursing Staff Working in Private and Government Hospitals” At present every successful employee has to pass through the dilemma of work life balance in personal and professional life. For the sake of leading a successful life, people do not hesitate to give extra time for achieving the objectives of life. In the process of getting extra mileage in their professional life they have to make a lot of compromise and sometimes mental piece also gets distorted. So planning of our own time is important. At the end of the day priority matters a lot. In addition, relationships suffer and the person begins to experience loneliness and depression. The psychotherapist believes that mid-career professionals are most prone to having work-life imbalances. In the present paper it is an attempt by authors to present a comparative study on work-life balance dilemmas faced by nurses working in private and government hospitals. In the present research, initially 14 variables were identified. However, after making a pilot study and conducting core group discussions with various HR experts at district level and state level, the variables were reduced to 10 only. The opinion of the Policy makers of various government and private hospital, senior professor from academics and senior professor of various hospitals was also considered for the finalization of variables. This study is based on primary sources of data and to some extent secondary sources. The data was collected by distribution of close to 600 questionnaires across the various government hospitals and private hospitals of Odisha, India and of these 337 responses received in all. The percentage of response was in overall was 56.17% and from government hospitals it was 52.92% and from the private managed hospitals the response was 58.33%. To know the perception level percentage method included in the questionnaire with close end options. Questions have covered demographic factors like age group, designation, years of working, family size etc. The analysis is carried out on the basis of socio economic profile and general perception towards the personal and professional life

**Fasla and C. Dhanalakshmi(2019)** entitled research on “Dimensions of Quality of Work Life” Quality of Work Life gained an importance in the current context of organizations due to the changes in economic scenario around the world. Quality of Work Life has evolved as an important aspect, which affects an organizational efficiency and productivity. It is very important to any organisation to achieve its objectives. Quality of work life is the core factor of success of organisation. If the organisation give more importance to improve quality of work life of employees, it will surely improve the quality of the organisation. QWL is a multi-dimensional term which provides a good work life balance and gives a qualitative boost to total work environment of any organization. In this paper we are trying to analyse some reviews related on quality of work life in health care industry

**G.Suguna and C.Eugine Franco (2017)** entitled research on “A study on work-life balance of nursing staff working in private hospitals in palayamkottai” At present every successful employee has to pass through the dilemma of work life balance in personal and professional life. For the sake of leading a successful life, people do not hesitate to give extra time for achieving the objectives of life. In the process of getting extra mileage in their professional life they have to make a lot of compromise and sometimes mental piece also gets distorted. We have 24 hours at our disposal to deal with and it is up to us how to schedule and plan the same. It is rightly pointed out by experts, if our life span is 60 years (assumed to be) and if we sleep for 8 hours per day, than 20 years of our life span we used for sleeping only. So planning of our own time is important. At the end of the day priority matters a lot. In addition, relationships suffer and the person begins to experience loneliness and depression. The psychotherapist believes that mid-career professionals are most prone to having work-life imbalances. In the present paper it is an attempt by authors to present a study on work life balance dilemmas faced by nurses working in private hospitals. This study is based on primary sources of data and to some extent secondary sources. Various authentic journals, books and literature on the subject, newspapers, magazines, reports and studies were referred for the conceptual frame work of the study. The analysis is carried out on the basis of socio economic profile and general perception towards the personal and professional life

**Ms.M.Jensirani1, Dr.A.Muthumani (2017)** entitled research on a “study on work life balance of nurses in kovilpatti town” Career women are challenged by work and family commitment at the end of each day. Majority of women are working through-out week and majority of the nurses are struggling to achieve work life balance. Women reported that their life has become a juggling act as they have to shoulder multiple responsibilities at work and home. The hospital management needs to be conscious of this status of nurses and periodically review their status. They can create supportive environment to help these women achieve work life balance. This article fully based on the Primary and Secondary data. This article highlights the issues connected with work life balance of nurses

**S.Parameshwari Shobana, S.Kannan(2016)** entitled research on “work life balance among nurses” 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

**Ya-Yuan Hsu and Chyi-Huey Bai (2019)**, in this study entitled research on, “Long Hours Effects on Work-Life Balance and Satisfy” we examined whether the associations between working hours, job satisfaction, and work-life balance are mediated by occupational stress. In addition, we tested whether perceived time control helps moderate the effects of working hours and occupational stress Methodology. Questionnaires were administered to 369 respondents working in the high-tech and banking industries. Analyses were then conducted on the data findings. The analysis revealed significant correlations between long working hours and both occupational stress and work-life balance, as well as between occupational stress and both work-life balance and job satisfaction. In addition, the relationship between working hours and occupational stress exhibited a significantly positive interaction with perceived time control. Value. The results indicate the importance of giving workers greater control over working hours. We therefore recommend that labour laws should be revised as necessary to prevent excessive working hours and enhance work-time flexibility.

## **2. METHODS OF DATA COLLECTION**

The data usage in this research is primary data.

### **2.1 PRIMARY DATA**

Primary source of data is obtained by the researcher directly from the responded which has not been collected previously. Primary data are first-hand information collected through various method such as observation and interviewing. The primary data was collected through questionnaire by surveying the mentioned sample unit.

### **2.2 SECONDARY DATA**

The secondary data, on the other hand are those which have already been collected by someone else and passed through the statistical process. The research collected secondary data information's through the journals, magazines, books and related websites.

### **2.3 SAMPLE UNIT**

The study covers the nurse of Krishna multispecialty hospital as sample unit.

### **2.4 SAMPLE METHOD**

Sample methods means the way in which the samples are selected from the population, probability sampling method is used for the study.

### **2.5 PROBABILITY SAMPLING**

A probability sample is one in which every unit in the population has a change (greater than one) of being selected in the sample and this probability can be accurately determined. The combination of these treats

makes it possible to produce unbiased estimates of population totals by weighting sampled unit according to their probability selection.

## 2.6 SIMPLE RANDOM SAMPLING

A randomly selected sample from a larger population, given each element in the population an equal probability of getting into the sample and all choices are independent of one another.

## 2.7 POPULATION SIZE

Total number for this study is 500.

## 2.8 SAMPLING SIZE

A sample defined as small representation of a large population. Sampling size of 257 nurses is selected from Krishna multi-speciality hospital, Sattur.

## 3. TOOLS USED

### 3.1 PERCENTAGE ANALYSIS

Percentage Analysis is a special kind of Percentages are used in making companion between two or more series of data used to describe relationship. Moreover, percentage can also be used to compare the terms of the distribution of two or more serious of data.

### 3.2 CORRELATIONS

When two sets of data are strongly linked together, have a high correlation. Correlation is positive when the values increases together and correlation is negative when one value decreases as the other increases.

**Formula:**

$$n(\Sigma xy) - (\Sigma x)(\Sigma y)$$

$$r = \frac{\quad}{\quad}$$

$$\sqrt{[n\Sigma x^2 - (\Sigma x)^2] [n\Sigma y^2 - (\Sigma y)^2]}$$

### 3.3 WEIGHTED AVERAGE

Weighted average is a mean calculated by giving values in a data set more influence according to some attribution of the data. It is an average in which each quantity to be averaged is assigned a weighted, and these weightings determine the relative importance of cache quantity on the average. Weightings are the equivalent of having that many like items with the same value involved in the average.

**Formula:**

$$\sum_{i=0}^n \text{value} * \text{weightage}$$

**Weighted average =** \_\_\_\_\_

**Total number of respondents**

#### 4.Statistical Analyses

**Table 1: Respondents Opinion towards Income and Overall Satisfaction with Work-life Balance**

**Null hypothesis**

Ho =There is no linear correlation between Income and overall satisfaction with work life balance.

S.No	Income	Over all satisfactions with work life balance					Total
		Highly Satisfied	Satisfied	Neutrally Satisfied	Dissatisfied	Highly Dissatisfied	
1	Rs7,000- Rs 15,000	14 (16.8%)	37 (44.5%)	22 (26.5%)	9 (10.8%)	1 (1.20%)	83
2	15001- 24000	8 (6.2%)	43 (33.8%)	47 (37.00%)	25 (19.6%)	4 (3.14%)	127
3	24001- 39000	5 (10.8%)	6 (13.04%)	24 (52.17%)	6 (13.0%)	5 (10.8%)	46
4	Above 39000	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)	1
<b>Total</b>		27	86	94	40	10	<b>257</b>

It is observed from the table 1, that employees over all satisfactions towards their Income of the respondent is highly satisfied the highest of 16.8% among the respondents of earning above Rs 7000-Rs 15000 and the lowest the respondents earning above Rs 39000.The percentage of the satisfied in overall satisfaction is the highest 44.5% among the respondents of earning Rs 7000-Rs 15000, and the lowest the respondents earning above Rs 39000.

The percentage of the neutrally satisfied in overall satisfaction is the highest 52.17% among the respondent of earning Rs 24001-Rs 39000, and the lowest 1% among the respondents of earning above 39000.The percentage of the dissatisfied in overall satisfaction is the highest 19.6 % among the respondent of earning Rs 15001-Rs 24000, and the lowest the respondents earning above Rs 39000.The percentage of the highly dissatisfied in overall satisfaction is the highest 10.8% among the respondents of earning below Rs 24001-Rs 39000, and the lowest the respondents earning above Rs 39000.

Hence, higher 52.17% constitute that the category of Rs 24001-Rs 39000 of the respondents preferred neither satisfied nor dissatisfied with work life balance.

**Table 2: Respondents Opinion towards the Working hours using Weighted average**

Questions	5		4		3		2		1		Total	Average
	No.	Score	No.	Score	No.	Score	No.	Score	No.	Score		
I am generally able to get the off-duty/time off when I want	10	50	47	188	91	273	90	180	19	19	710	<b>2.76</b>
I am satisfied with the length of time my work schedule is planned in advance	2	10	37	148	91	273	103	206	24	24	591	<b>2.29</b>
I frequently work in excess of my contracted hours	0	0	20	80	110	330	101	202	26	26	638	<b>2.48</b>
I am giving sufficient notice of changes to the off-duty	10	50	27	108	84	252	98	196	38	38	644	<b>2.50</b>

From the table 2, shows that, respondent's opinion towards working hours. Based on the weighted average indicate that generally the off duty/ time off have highest weighted mean value (2.76). the least mean value (2.29) secured by planned work schedule.

## 6. FINDINGS

- 41.2 % of the respondents have two dependents at home in the organization.
- 73.2 % of the respondents are working hours of exactly 8 hours in the organization.
- 46.7 % of the respondent's perception towards working hours is very good in organization.
- 99.6 % of the respondents are unable to spend time with the family members in the organization.
- 39.3 % of the respondents are attending meeting/conference in the organization.
- 3.86% of the respondents are satisfied with the work performance is a most influencing factor of job satisfaction. The least value is secured by communication of all rules, policies and procedure.

## 7. SUGGESTIONS

- The organization concentrates in employees working hours because most of the respondents are affected with their family responsibility. Organization may focus to modify the shift system and it helps the employees motivated having work as well as balanced work life.
- Organization concentrates in allocation of work to the employees, because most of the respondents are suffered from work load and it doesn't affect employee sleeping time.
- Most of the respondents are suggested that they want salary increment based on their experience in the organization.
- Work schedule must be convenient to the employees for balancing their work life and work load. Organization may conduct class like, ACLS for employee work performance.

## 8. CONCLUSION

The paper entitled " a study analysis work life balance and job satisfaction among nurse in Krishna multi-speciality hospital, Sattur". The main objective study identify influence of work place environment stress related issues consequences work balance find issues challenges faced organization. The Organization can concentrate those areas salary increment, adjusting time work schedule order improve work balance. The studies identify that working hour's most affecting factor work balance affecting family responsibility. In order to reduce work-family conflicts, nurses should premise fulfil their family responsibility. Professional stores shall hospital premise to satisfy immediate household needs nurses. This study concludes that the happy healthy nurses will give better over, make good decision positively contribute to the organizational goal.

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