A STUDY ON WORK-LIFE BALANCE OF EMPLOYEES IN GOVERNMENT HOSPITAL WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

T. M. Hemalatha* & Dr. K. Shumugasundaram**
* Research Scholar, Government Arts and Science College, Coimbatore, Tamilnadu
** Dean, Department of Commerce, Dr. SNS Rajalakshmi College of Arts and Science, Coimbatore, Tamilnadu

Abstract:
In order to attract and retain employees, an Organization has to develop a high work life Balance. Organization by adopting Work Life balance programmes ensure to create excellent work condition and job for its employees. The psychological wellbeing, employee friendly working and Work time are positively and significantly influencing the level of work-life balance among employees in government hospital. To improve the work life balance of employees in government hospital, the government should provide good working conditions, fair compensation and rewards, better growth and opportunities and trainings and they should also take care of the welfare of their employees.

Key Words: Work-Life Balance, Employees & Hospital

1. Introduction:

In today's world every successful employee has to pass through the dilemma of work life balance in personal and professional life. A major portion of employees' productive time is spent at the workplace. Any problem either at the workplace or in the family will definitely disturb the overall performance so it is necessary to address the various factors related to work and family which can directly or indirectly affect the overall performance of employees and job satisfaction. Thus Work-life balance is about effectively managing the juggling act between paid work and other activities- including spending time with family.

Balancing these two extremes is the cause of burn out of employees and hence the employers recognized this as an important factor and want to introduce the work life balance strategies, plans and formulate polices to improve the employee morale, motivation and productivity. Work life balance does not mean working less to fulfill personal responsibilities at the cost of organizational productivity. In fact it is to work productively and improve the personal life simultaneously. The work life balance practices achieve retention of the employees. This paper enlightens the wide options for employers and employees to link work life balance practices for effective organizational magazines, reports and studies were referred for the conceptual frame work of the study and personal performance.

This study is based on primary sources of data and to some extent secondary sources. Various refereed journals, books and literature on the subject, newspapers, The data was collected by distribution of close to 300 questionnaires in Coimbatore government hospital. The percentage of response was in overall 100%. 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. This study tries to identify the work life balance issues in Government Hospital Employees of Coimbatore District.

2. Statement of the Problem:

Work life balance is important for organization and employees. Stress can be caused by both work related factors and home or family related factors and many employees experience difficulties juggling their work responsibilities with their home responsibilities which lead to leave an organization. Staff leaves an organization for many reasons, including career advancement, better job opportunities and retirement. These departures may be difficult to prevent. However, another key reason in particular with employees to leave their job is to find a better work life balance. A change to the family situation tends most often to impact upon employees and results in increasing difficulty in managing a balance between work and family responsibilities. Factors shown to impact the most upon staff trying to balance work and life include required hours of work, a lack of flexibility in being able to alter their working hours, time off or leave arrangements, a lack of access to suitable childcare arrangements, and undue stresses and tensions in the workplace which make working life more difficult and/or even unpleasant.

By implementing a work-life balance strategy employers can help to reduce stress in their work place. This can lead to a more motivated and loyal workforce, increased productivity, reduced absenteeism.

3. Objectives of the Study:

✓ To Study the Socio-economic profile of employees in Hospital Sector, Coimbatore District
✓ To identify the factors that affects the quality of life in terms of career and family.

4. Research Methodology:

The Coimbatore district of Tamil Nadu have been purposively selected for the present study. The Employees working in government hospitals have been selected by adopting convenience sampling technique. The sample size for the present study is 300 employees working in government hospital. In order to examine the socio-economic profile of the employee's frequency, rank analysis, factor analysis and percentage analysis have been carried out.

5. Results and Discussion:

5.1 Socio-Economic Profile of Employees working in Government Hospital of Coimbatore City: The socio-economic profile of employees working in government hospital of Coimbatore city was analyzed and the results are presented in table-1.

Table 1: Socio-economic profile of employees working in government hospital

Particulars	Frequency	Percentage
Gender`		
Male	121	40.3
Female	179	59.7
Age Group		
20-30 Years	237	79.0
31-40 Years	56	18.7
41-50 Years	6	2.0
51-60 Years	1	0.3
Educational Qualification		
Diploma in Nursing	182	60.7
B.Sc Nursing	66	22.0
M.Sc Nursing	52	17.3
Working Pattern		
Hospital Duties	270	90.0
Teaching work	30	10.0
Experience		
Upto 5 years	248	82.7
5 to 10 Years	43	14.3
10 to 15 years	3	1.0
Above 15 years	6	2.0
Locality of Hospital		
Urban	283	94.3
Semi Urban	6	2.0
Rural	7	2.3
Others	4	1.3
Monthly Income		
Rs.10,000 to 20,000	253	84.3
Rs.20,000 to 30,000	38	12.7
Rs.30,000 to 40,000	3	1.0
Rs.40,000 & above	6	2.0

Source: Primary Data

From the analysis, its find the following information

✓ Nearly 60% of the employees belong to female category.
✓ Mostly 79% of the employees are in the age group of 20 – 30 years in their field of work.
✓ Most of the employees (61%) studied only Diploma in nursing
✓ Mostly 90% of the employees are doing hospital duties.
✓ Nearly 83% of the employees are having up to 5 years of experience.
✓ Nearly 94% of the employees are working in the urban area Hospital sector.
✓ Most of the employees (84%) monthly income is around Rs.10, 000 to Rs. 20,000.

5.2 Rank Analysis for Fore Most Work Factor Affects Personal Life:

Table 2

Point Average	5	4	3	2	1
Features	**Strongly Agree**	**Agree**	**Neutral**	**Disagree**	**Strongly Disagree**
Job reduces time spend with family	100	75	87	28	10
Work problems irritable at home	58	71	74	91	6
Work involves a lot of time away	77	64	74	76	9

International Journal of Applied and Advanced Scientific Research (IJAASR)
Impact Factor: 5.655, ISSN (Online): 2456 - 3080
(www.dvpublication.com) Volume 3, Issue 1, 2018

from home					
Job need too much energy so cannot do thing at home	61	73	89	66	11

Point Average	5	4	3	2	1			
Features	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average	Rank
Job reduces time spend with family	500	300	261	56	10	1127	3.76	1
Work problems irritable at home	290	284	222	182	6	984	3.28	4
Work involves a lot of time away from home	385	256	222	152	9	1024	3.41	2
Job need too much energy so cannot do thing at home	305	292	267	132	11	1007	3.36	3

Interpretation:

On the basis of Job affects Personal life, From the above table, it is inferred that the employee's first priority is to Job reduces time spend with family, second priority is to Work involves a lot of time away from home, third priority to Job need too much energy so cannot do thing at home and fourth priority to Work problems irritable at home.

5.3 Rank Analysis for Psychological Wellbeing towards Work:

Table 3

Point Average	5	4	3	2	1
Features	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am clear what is expected of me at work	89	74	89	33	15
I am subject to personal harassment in the form of unkind words or behavior	55	71	122	40	10
I have unrealistic time pressures	45	52	114	71	18
I am given supportive feedback on the work I do	25	58	108	69	40

Point Average	5	4	3	2	1			
Features	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average	Rank
I am clear what is expected of me at work	445	296	267	66	15	1089	3.63	1
I am subject to personal harassment in the form of unkind words or behavior	275	284	366	80	10	1015	3.38	2
I have unrealistic time pressures	225	208	342	142	18	935	3.12	3
I am given supportive feedback on the work I do	125	232	324	138	40	859	2.86	4

Interpretation:

On the basis of Psychological wellbeing towards work, it is inferred that the employee's first priority is to clear expectation towards work, second priority to personal harassment in the form of unkind words or behavior, third priority to unrealistic time pressures and fourth priority to supportive feedback

5.4 Factor Analysis: The factor analysis is carried out in any study of social science for two purposes, for data reduction and to identify important factor from analyzing actual variables. In this study the factor analysis is employed for both the purposes and identified the important factors and grouped them in various groups based on the interdependence of the factors. This technique is employed based on the responses of the respondent's perception on a five point scaling technique. Thirteen variables are identified namely P_1, P_2, P_3 up to13is given in table below.

KMO and Bartlett's Test		
	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.876
Bartlett's Test of Sphericity	Approx. Chi-Square	2054.086

International Journal of Applied and Advanced Scientific Research (IJAASR)
Impact Factor: 5.655, ISSN (Online): 2456 - 3080
(www.dvpublication.com) Volume 3, Issue 1, 2018

DF	78
Sig.	.000

In above table two tests namely, Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) and Bartlett's Test of Sphericity has been applied to test whether the relationship among the variable has been significant or not.

Bartlett's test of Sphericity is used to test whether the data are statistically significant or not. With the value of test statistic and the associated significance level, it shows that there exists a high relationship among variables. (Not > 0.05)

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy shows the value of test statistic .876 which means the factor analysis for the selected variable is found to be appropriate or good to the data. Bartlett's Test of Sphericity is used to test whether the data are statistically significant or not with the value of test statistic and associated significance level. The result of the test shows that there is significant relationship among the variable chosen.

Factor Extraction: Using the Principle Component Analysis two factors have been extracted based on the variance. The variance explained by the initial solution, extracted components, and rotated components are displayed in the table below.

Table 4: Factor Extraction

|	Total Variance Explained						
Component	Initial Eigen values	Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	47.402	6.162	47.402	47.402	4.384	33.722	33.722
2	58.807	1.483	11.405	58.807	3.261	25.085	58.807

The two factors extracted together account for 58.807 percent of the total variance (information contained in the original thirteen variables). This is pretty good, because we are able to economize on the number of variables (from 13 we have reduced them to 2 underlying factors),

Scree Plot: The Scree plot is the diagrammatic representation of the total variance explained based on the variance in the Eigen values of the 13 components using Principle Component Analysis.

This chart states the high influence of the five factors based on their Eigen values greater than 1. We find that the two factors extracted together account for 58.807 percent of the total variance. Hence we have reduced the number of variables from 13 to 9 underlying factors.

Chart 1

Scree Plot
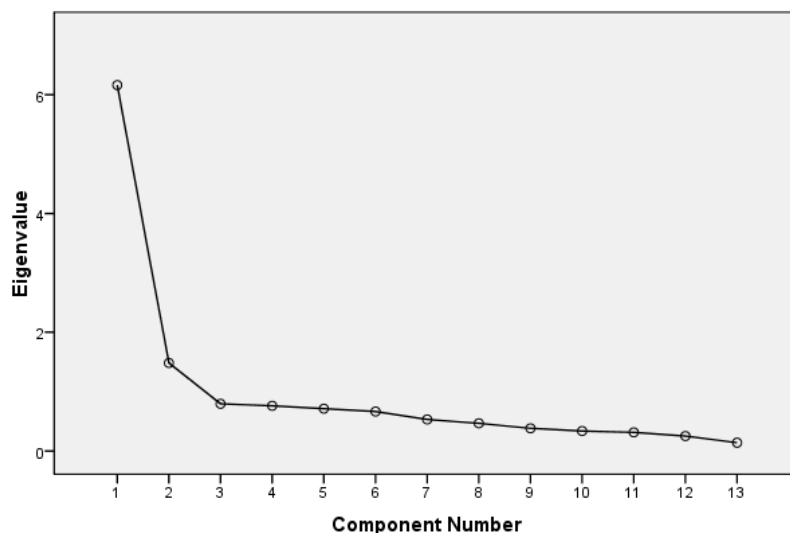
Rotated Component Matrix:

Since the idea of factor analysis is to identify the factors that meaningfully summarize the sets of closely related variables, the rotation phase of the factor analysis attempts to transfer initial matrix into one that is easier to interpret. Varimax rotation method is used to extract meaningful factors. The results are given in the Table below.

International Journal of Applied and Advanced Scientific Research (IJAASR)
Impact Factor: 5.655, ISSN (Online): 2456 - 3080
(www.dvpublication.com) Volume 3, Issue 1, 2018

Rotated Component Matrix		
	Component	
	1	2
Locker for belongings	0.795	-
Opportunity for staff training and development	0.752	-
Special leave	0.747	-
Holiday pay scheme	0.646	-
Clinical supervision	0.646	-
Access to parental leave	0.632	-
Flexible working	0.603	-
Counseling services	0.594	-
Access to work over-time	0.509	-
Catering facilities in the day	-	0.892
Catering facilities at night	-	0.911
Staff rooms for taking breaks	-	0.658
Free car parking	-	0.564
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.		
a. Rotation converged in 3 iterations.		

From the above Rotated component Matrix Table the following are generated as:

Factor 1

Locker for belongings	0.795
Opportunity for staff training and development	0.752
special leave	0.747
Holiday pay scheme	0.646
Clinical supervision	0.646
Access to parental leave	0.632
Flexible working	0.603
Counseling services	0.594
Access to work over-time	0.509

This suggests that factor 1 is a combination of these nine variables. Therefore this factor can be interpreted as "Employee vital Expectation"

Factor 2

Catering facilities in the day	0.892
Catering facilities at night	0.911
Staff rooms for taking breaks	0.658
Free car parking	0.564

This suggests that factor 2 is a combination of these four variables. Therefore this factor can be interpreted as "Employee Personal Expectations"

According to factor analysis, the two factors were extracted from employee friendly working which account for 58.807 percent of the total variance. This is pretty good, because we are able to economize on the number of variables (from 13 we have reduced them to 2 underlying factors) .Within this Factor one is the combination of 9 variables with loading ranging from 0.795 to 0.509 which shows the vital expectation of the employees of hospital sector. Factor 2 is a combination of four variables with loading ranging from 0.892 to 0.564 which reveals the Personal Expectations of employees.

6. Conclusion:

The purpose of this study was to identify which work factors have more influence on the reflection of the Work Life Balance for Employees. The work life balance has much impact on employee job satisfaction. Some factors of work life balance such as employee intention to leave job, work pressure and long working hours have negative relation with employee job satisfaction and work life balance programs and flexible working conditions have positive relation with employee job satisfaction. Finally from the study it is concluded

that employee should have a positive environment in the work place for leading a balance life with their family. A Satisfied and Work Life Balanced Employee can be more Productive, Energetic and Successful which will gain profit to the Government Hospital Sector, Patients and also for the employees to their successful and Happy Life.

7. References:

1. Dr. Ipseeta Satpathy .Dr. B .Chandra Mohan Patnaik - "A Comparative Study on Work Life Balance of Nursing Staff Working in Private and Government Hospitals" International Journal of Innovative Research in Science, Engineering and Technology. Vol. 3, Issue 1, January 2014
2. McDonald, P., Guthrie, D., Bradley, L. and Shakespeare-Finch, J. (2005), "Investigating work-family policy aims and employee experiences", Employee Relations, Vol. 27 No. 5, pp. 478-94.
3. Nickson, D., Warhurst, C., Lockyer, C. and Dutton, E. (2004), "Flexible friends? Lone parents and retail employment", Employee Relations, Vol. 26 No. 3, pp. 255-73.
4. Clark SC (2000) Work/family border theory: A new theory of work/family balance. Human Relations, 53: 47–770.
5. Eby LT, Casper WJ, Lockwood A, Bordeaux C and Brinley A (2005) Work and family research in IO/OB: Content analysis and review of the literature (1980–2002). Journal of Vocational Behaviour 66: 124–97.
6. Boris Groysberg and Robin Abrahams, Manage Your Work, Manage Your Life, Harvard Business Review, March 2014
7. Schriesheim CA, Powers KJ, Scandura TA, Gardiner CC and Lankau MJ (1993) Improving construct measurement in management research: Comments and quantitative approach for assessing the theoretical content adequacy of paper-and-pencil survey-type instruments. Journal of Management 19: 385–417
8. Brough P, O'Driscoll M and Kalliath T (2007) Work-family conflict and facilitation: Achieving work-family balance. In I Glendon, B Myors & B Thompson (Eds), Advances in Organizational Psychology: An Asia-Pacific perspective, pp. 73–92.Brisbane QLD: Australian Academic Press
9. Nunnally JC and Bernstein IH (1994) Psychometric Theory. New York: McGraw-Hill.
10. Greenhaus J and Beutell N (1985) Sources of conflict between work and family roles. Academy of Management Review, 10: 76–88.
11. Marsh HW (1995) Confirmatory factor analysis models of factorial invariance: A multifaceted approach. Structural Equation Modeling, 1: 5–34.
12. Bailey, B., & Andrade, R. (1995).Employee satisfaction plus customer satisfaction equals sustained profitability: Digital equipment corporation's strategic quality efforts, Center for Quality of Management Journal
13. Perlow L.A. (1995). Putting the work back into work/family, Group and Organization Management, 20(2): 227-39
14. Sakthi Vel Rani Jr. Work/Life Balance Reflections on Employee Satisfaction, Serbian Journal of Management 6 (1), (2011), pp. 85-96
15. Marshall, N.L. & Barnett, R. C. (1993), Work-family strains and gains amongst two earner couples. Journal of Community Journal of Community Psychology, 21, 64-78.