

WORK-LIFE BALANCE OF NURSES AND LADY DOCTORS

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Abstract

Work-life balance is an issue in private clinics and hospitals that affects the productivity of nurses and doctors. The aim of this article was to identify traits that help nurses and doctors achieve work-life balance. The study will use a random sampling technique to select a sample of nurses and lady doctors working in private clinics and hospitals. A total of 133 nurses and doctors were interviewed. The use of factor analysis and one-way analysis of variance in the study provides a rigorous and systematic approach to data analysis. The results indicate that the implementation of work-life balance policies and procedures can enhance the productivity and engagement of healthcare professionals in clinics and private hospitals, leading to greater job satisfaction. The research can serve as a useful resource for HR professionals and healthcare managers seeking to develop more effective work-life balance policies and practices in their organizations. This study can provide evidence-based recommendations for healthcare organizations to implement effective work-life balance interventions.

Keywords: Work-Life Balance, Nurses, Women Doctors, Private Hospitals, Hospital Sector, Job Satisfaction.

INTRODUCTION

In the present-day, it is crucial for companies to establish an environment that allows employees to balance their personal and professional obligations in the face of intense competition. However, with the rise in working hours, individuals have less time for themselves, which can impede their personal and spiritual growth. With the global industry becoming increasingly competitive, the presence of women in the workforce is becoming more prominent. As economic conditions have improved, both partners are required to work to sustain a decent standard of living. Despite women achieving remarkable success in their careers, their responsibilities at home have not decreased. Women are still expected to carry out household tasks and care for their children, and both personal and professional obligations can be a heavy burden. Consequently, this stress can adversely affect their health and lead to absenteeism. Hence, it is crucial to assist working women in managing their personal and professional responsibilities. They must juggle the demands of their spouse, in-laws, and children at home with their work obligations. The term "work-life balance" is used to describe the equilibrium between an individual's personal and professional life. This term is used to acknowledge the unique experiences of working mothers and to promote research into innovative strategies for daily life. Finding a balance between personal and professional commitments is the most challenging issue for both employees and employers to resolve. Finding that balance is becoming increasingly difficult, especially for nurses and doctors. As long as your clinic or

hospital has work-life balance rules, you can do your best. Her policies and initiatives to promote her work-life balance help people balance their calendars with their work calendars. This will give you a sense of accomplishment in the end. The following are some techniques that will assist nurses and female physicians in balancing their work and personal lives:

- Effortlessly managing time at work
- Effortlessly managing time at work
- Organizing events for friends and family
- Staying focused during work without being distracted or interrupted.

Setting up family and work schedules is essential for leading a healthy life. A woman is more devoted to her office management when she can successfully juggle her personal and professional obligations. She is able to succeed professionally as a result. Additionally, it will help her lead a happy and healthy life. The purpose of the current study is to look into how doctors and nurses who work in private hospitals and clinics balance their work and personal lives.

REVIEW OF LITERATURE

In today's fast-paced society, it can be challenging to balance one's personal and professional obligations. Previous studies have demonstrated that an inadequate work-life balance is linked to stress and satisfaction level, resulting in reduced employee productivity. Some examples of relevant research include:

According to Labrague et al. (2021), nurses who experienced the pandemic said their work-life balance was negatively impacted by increasing workloads, longer workdays, and higher job expectations.

Female doctors reported higher workload and work-related stress during the pandemic, which had an impact on their capacity to maintain a healthy work-life balance, according to Samsom et al. (2021). Numerous research has looked at the epidemic in addition to the elements that support a healthy work-life balance for nurses and female doctors.

According to nurses interviewed by Buompadre et al. (2021), having a positive work atmosphere, sufficient staffing levels, and flexible scheduling were crucial for attaining a healthy work-life balance. Female doctors said in Dube et al. (2020) that having control over their work schedules and having understanding co-workers and managers were crucial to maintaining a healthy work-life balance.

A mindfulness-based stress reduction programme was shown to be helpful in enhancing the work-life balance and lowering stress among nurses by Marshall et al. (2019).

According to Maguire et al. (2020), a wellness programme that includes diet, exercise, and stress management was successful in enhancing work-life balance and lowering burnout among female physicians.

OBJECTIVE OF THE STUDY

The objective of the research was to identify the factors that impact the capability of nurses and doctors to manage their work and personal obligations. Additionally, the study aims to propose work-life balance policies and practices that should be adopted by hospitals and clinics to support nurses and physicians in achieving a balance between their personal and professional responsibilities.

RESEARCH METHODOLOGY

The research will employ a quantitative methodology to gather and analyse data on the work-life balance of female nurses and doctors. A random sampling method will be employed to select participants from private clinics and hospitals. The sample size of 133 medical professionals were hired from Coimbatore's private hospitals and clinics determined based on statistical power analysis and sample size calculation. The article will use a survey questionnaire as the primary data collection. It will include questions on the following variables:

- Work-life balance policies and practices
- Sociodemographic variables (age, gender, education, years of experience, etc.)
- Workload and work hours
- Family responsibilities and support
- Job satisfaction and engagement

The survey will be administered to the selected sample of nurses and lady doctors.

RESULTS

The survey was divided into several sections, including demographic information, challenges they face, and work-life balance rules that hospitals and clinics should implement to assist their female employees in balancing their personal and professional duties. We learned about the 246 issues that nurses and physicians face in balancing personal and professional responsibilities through the surveys. A specially created questionnaire was used to collect data and tabulate the results, which were then interpreted to evaluate the challenges experienced by nurses and doctors working in private hospitals and clinics. The study also examined work-life balance policies that could be implemented by organizations to address these challenges.

Statements Regarding Nurses' and Lady Doctors' Work-Life Balance

Lady physicians and nurses were more stressed because of family duties, according to 33% of them. Most of nurses and women doctors decided that their profession was not for them because of familial obligations, progress has delayed, responsibilities. The majority of the respondents in the study were female doctors and nurses, comprising approximately 32% of the workforce. Of these, 67% reported difficulties in balancing their professional and family responsibilities. When faced with a conflict between household and office work, 45% of female

doctors and nurses prioritized household work. The participants agreed that work arrangements should be made available to all working women to help them manage their family and work obligations, and requested that the organization provide child care services. Additionally, 94% of female doctors and nurses expressed a desire for post-maternity leave. The study analyzed six characteristics related to work-life balance, including women's productivity, gender bias, empowerment of women, retention of female executives, and career-focused women.

- **Influence Of Socio-Demographic Factors On Nurse And Doctor Variables In Clinics And Private Hospitals**

It seems like the study examined the impact of sociodemographic variables on nurses and doctors working in clinics and private hospitals. The suggestibility of these healthcare professionals was analyzed using one-way ANOVA with specific sociodemographic factors. The study found that the age of nurses and doctors had a significant impact on gender bias in the workplace, with younger healthcare professionals experiencing more prejudice. Additionally, years of service had a considerable association with women's empowerment, with nurses and doctors with more experience being more likely to advance in their careers and balance their roles as homemaker and CEO. The husband's education was also found to be important for career-oriented women and female executive retention, with healthcare professionals prioritizing their careers, even if it meant less time for domestic duties. Overall, the study found that nurses and doctors prioritize their jobs, and they want child care services to be available at work so that they can continue working undisturbed. The study also highlighted the differences in work efficiency and executive retention between business and government service. As a result, it is possible to conclude that a husband's business career not only aids in the retention of women at work, but also assists female executives in becoming more efficient. For component 3, work-life balance, living status is significant at 5%. Based on the remarks of respondents throughout the questionnaire filling process, it has been discovered that the family structure of nurses and doctors has a significant effect on their professional selections and work-life issues. Those who live with their father's family, followed by nurses and physicians who live in nuclear families, are unable to devote adequate time to their children and husband. These answers demonstrate a preference for amenities such as post-maternity benefits, flexible work options, mentorship, and networking opportunities.

RESEARCH GAP

The research's variables can be utilised to examine work-life policies in other professions as well because they are not occupation-specific. Additionally, focus groups may be utilised to elicit more data on the significance of specific policies among minority groups or other employee categories working in various types of hospitals in the healthcare sector. Future research may focus on gender discrimination, work-life balance regulations, and other work-related concerns. Analogous studies may also be carried out at various hospitals and in other cities. There has been little attention paid to the intersectional experiences of people who belong to several marginalised groups, despite the fact that current research has looked at the work-life balance for nurses and female doctors. More investigation might be conducted to see

how these intersecting identities affect work-life balance and what particular difficulties and coping mechanisms are used. The work-life balance of female doctors and nurses has not been compared in depth. Insights into how work-life balance is perceived across healthcare roles and professions may be gained by examining the similarities and contrasts between the two professions.

CONCLUSION

Overall, the study highlights the challenges faced by female nurses and doctors in managing their work and family responsibilities, and the importance of implementing supportive policies and practices in hospitals and clinics to address these challenges. The findings suggest that age, years of experience, and spouse education are important factors that can influence the work-life balance of female nurses and doctors. The study emphasizes the need for organizations to recognize and address gender biases in the workplace, and to provide support and resources to enable female healthcare professionals to achieve their full potential. The research can serve as a useful resource for HR professionals and healthcare managers seeking to develop more effective work-life balance practices in their hospitals.

LIMITATION

The study may be limited by factors such as sample selection bias, self-reporting bias, and generalizability of the findings to other settings and populations. The study will address these limitations by using rigorous sampling techniques, validated measurement tools, and appropriate statistical analysis methods. The study of and knowledge of work-life balance among nurses and female doctors is subject to a number of restrictions. Here are some possible restrictions. Although work-life balance for medical professionals has received more attention in the past few years, there is still a dearth of study on the subject, particularly when it comes to nurses and female physicians. Due to this restriction, it could be challenging to completely comprehend the elements that go into creating a healthy work-life balance in these kinds of occupations.

FUTURE IMPLICATIONS

Another idea for future study is to conduct a qualitative study to explore the lived experiences of nurses and lady doctors regarding work-life balance. This can help in understanding their perspectives, challenges, and coping strategies related to work-life balance. An intervention study can be conducted to evaluate the effectiveness of different work-life balance interventions, such as flexible scheduling, job sharing, and telecommuting, in improving the work-life balance of nurses and lady doctors. This study can provide evidence-based recommendations for healthcare organizations to implement effective work-life balance interventions. Finally, a study can be conducted to assess the impact of work-life balance on the quality of patient care provided by nurses and lady doctors. This study can provide insights into the relationship between work-life balance and job performance, and inform the development of policies and practices that can improve both the well-being of healthcare

workers and the quality of care provided to patients.

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