Work Life Balance and Its Implications on Well Being of Mothers Working as Nurses- Chennai City

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Abstract

In this competitive and demanding era, it is very difficult to maintain the balance between the work and the personal life. People have to make tough choices in achieving balance. People spend more time in their workplace. The changing demands in the job directly affect the personal life of employees making it difficult for them to complete the household responsibilities. On the other hand, personal life can also be demanding if the person has a kid or aging parents. Hospitals are known to be both rewarding and stressful places to work. Like most workers, Nurses face the challenge of balancing the demands and achievements of work with those in their private lives. The issue of work-life balance is important as families are becoming nuclear and dual earners. Stress and other conflicts are increasing because of the increasing and altering demands of the organization as well as increasing the responsibilities of families.

Keywords: Nurse, Work Life, Personal Life, Well-being, Working Mothers.

Introduction:

Nowadays, hospitals are confronting great competition and scarce resources than ever before. They are also challenged by both the external and internal environment to achieve their goals effectively and efficiently. The quality of the health care institutions is mainly based on the well being of the Nurses. It is also said that they have the potential to be part of solutions to key problems in health care centers. Nurses' work-life balance is found to influence hospital
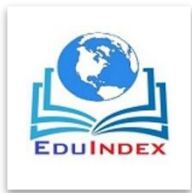
performance and productivity. It is the practice of that neutral attentiveness by Nurses towards patients which gives them mentality completeness. It is also noted that if the Nurses show the full engagement then it reflects in a condition of "positive" role balance. The word nursing comes from the same root word "nutritious" means to nourish, to cherish, to protect, to support, to sustain, etc. It also means that to train, to educate, to supply with the essentials of growth.

Individuals who possess special attitudes of caring and healing are generally choosing the nursing profession. The quality of service provided by the hospitals is of utmost importance for improving its in-patient rate and the Nurses in the hospitals play a vital role in maintaining this level of service.Nurses are the largest group of hospital workers who provide direct patient care having little control over their work environment. Successful solutions to improved work-life balance involve both the hospital and the individual Nurses. In fact, most hospital leaders have resources to assist Nurses in improving work-life balance.

Scope of the Study

This study helps in building progress towards the well being of the working mothers as Nurses with the help of balancing personal and the professional life. Once the management have a clear understanding on their Nurses needs and commitments then it is easy to achieve a well being or the satisfaction that is expected in everyone's life. This results in gaining an improved mental and physical well being of the Nurses. There is a huge pressure and stress in working hours because of shifts and emergencies that arises now and then in the nursing field. The study aims to analyze of the work-life environment that persistently affects the personal life environment of the working mothers in the field of health care institutions as Nurses.

Statement of the Problem

Work-life balance issues are playing an important role in recent times due to an increase in single-parenting, dual-career couples and issues of elder-care which create complex situations as the nursing staff. Managing both professional and personal life effectively and efficiently has become a major challenge for nursing staff employees as working mothers to their well being.
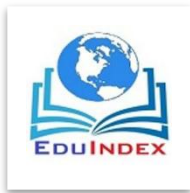
Objective of the Study

➢ To Identify the influence of Shift Hours on the Work Life Factors of the Working Mothers as Nurses

➢ To Know the Association between Nature of work and Designation with Working Hours per Week.

Methodology of the study

This study is conducted using both analytical and descriptive type of methodology. This study depends on primary and secondary data. The survey is conducted among mothers who are working as Nurses in Chennai city.

Data are collected for the first time using the Questionnaire method. For this study Primary data is collected by using structured Questionnaire schedule. The Questionnaire is printed in definite order on a form. Primary data was collected through the Questionnaire which is responded by the working mothers.Structured Questionnaire is distributed to 240 respondents among which only 229 respondents returned the Questionnaire from which only 223 Questionnaires were found to be completed and same were utilized for this study.Convenient Sampling Technique is used to collect the data for this study.

The Secondary data on the other hand are those which have already been passed through satisfied process. Secondary data are those which are referred from the already existing records such as Journals & Articles, Newspapers.

This study was conducted during March- August 2019.

Limitations of the study

➢ The findings and suggestions are restricted to the Mothers working as Nurses in Chennai city only

➢ Due to time constrains, the study has focused only on the well being of Mothers working as Nurses
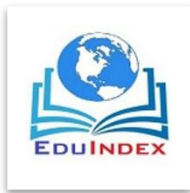
➢ Data and information collected from the respondents are based on their opinions and knowledge that are subjected to change over period of time.
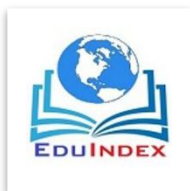
Review of Literature

1. **Dark –asumadu et al (2018),** studied the influence of work-life balance on employee commitment among bankers in Accra, Ghana. This study explores the employee perception on work-life balance and commitment by collecting the responses from 115 employees. This study concluded that the work-life balance policy has negative impact on employee commitment. The researcher also recommended that employees should avail to paternity leave, study leave and part-time work facility to enhance work-life balance

2. **G. Suguna, C. Eugine Franco (2017),** studied on work-life balance on nursing staff working at private hospitals in palayamkottai. This study focused on finding the general perception of the Nurses towards their personal and professional life. The researcher concluded this study by finding that the nursing staff was dissatisfied with work-life balance. This study also found that the family related issues and personal problems influence the work-life balance of nursing staff. This study suggested that the hospital authorities to implement family-friendly approaches to encourage nursing staff to balance their work-life challenges.

Data analysis and Interpretation

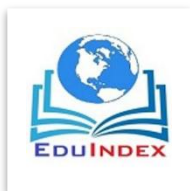**Simple percentage analysis**

Table No: 1 Demographic Profile

Demographic Profile		No. of Respondents	Percentage (%)
Age	21- 25 Years	23	10.3%
	26- 30 Years	63	28.3%
	31- 35Years	43	19.3%
	36-40 Years	41	18.3%
	41- 45 Years	26	11.7%
	Above 45 Years	27	12.1%
	Total	**223**	**100.0%**
Educational Status	GNM (Diploma)	54	24.2%
	Diploma Specialty Training	58	26.0%
	B.Sc Nursing	58	26.0%

	M.Sc Nursing	53	23.8%
	Total	223	100.0%
Nature of the Hospital	Government Hospital	88	39.5%
	Private Hospital	135	60.5%
	Total	223	100.0%
Designation	Probationary Staff	30	13.5%
	Junior Nurses	55	24.7%
	Senior Nurses	62	27.8%
	Assistant Nursing Supervisor	32	14.3%
	Nursing Supervisor	21	9.4%
	Nursing Superintendent	23	10.3%
	Total	223	100.0%
Nature of the Job	Contract Nurses	89	39.9%
	Permanent Nurses	134	60.1%
	Total	223	100.0%
Department	General Physician	23	10.3
	ENT	27	12.1
	Ophthalmology	25	11.2
	Dermatology	17	7.6
	Pediatrician	33	14.8
	Cardiology	28	12.6
	Neurology	17	7.6
	Oncology	20	9.0
	Nephrology	16	7.2
	Orthopedic	13	5.8
	Gynecology	4	1.8
	Total	223	100.0
Principal Nursing Position	Critical Care	55	24.6%
	Emergency Room	80	35.9%
	General Ward	88	39.5%
	Total	223	100.0%
Shift Timing	7Am-1Pm	49	22.0%
	1Pm-7Pm	110	49.3%
	7Pm-7Am	64	28.7%
	Total	223	100.0%
Monthly Income	Less than Rs.20000	27	12.1%
	Rs.21000-Rs.40000	57	25.6%
	Rs.41000-Rs.60000	81	36.3%
	Rs.61000-Rs.80000	39	17.5%
	Above Rs.80000	19	8.5%
	Total	223	100.0%
Year of Service	0-2 Years	28	12.6%
	3-5 Years	63	28.3%
	6-8 Years	55	24.6%
	9-10 Years	52	23.3%
	Above 10 Years	25	11.2%
	Total	223	100.0%
Number of Children	One	50	22.4%
	Two	124	55.6%
	Three	49	22.0%

	Total	223	100.0%
Age of the Children	0- 2 Years	25	11.2%
	3- 9 Years	70	31.4%
	9- 15 Years	84	37.7%
	Above 15 Years	44	19.7%
	Total	**223**	**100.0%**
Family Size	Joint Family	73	32.7%
	Nuclear Family	150	67.3%
	Total	**223**	**100.0%**
Utilize Day Care Facilities	Yes	70	31.4%
	No	153	68.6%
	Total	**223**	**100.0%**
Continue to Work without shift basis	Yes	87	39.0%
	No	136	61.0%
	Total	**223**	**100.0%**
Working Hours Per Week	Less than 40 Hours	24	10.8%
	41-45 Hours	44	19.7%
	46-50 Hours	57	25.6%
	51-55 Hours	68	30.5%
	56-60 Hours	25	11.2%
	Above 60 Hours	5	2.2%
	Total	**223**	**100.0%**
Breaks Within Shifts	One	34	15.2%
	Two	123	55.2%
	Three	66	29.6%
	Total	**223**	**100.0%**

Source: Primary Data

It is found that the majority of the mothers that is 63(28.3%) are in the age of 26-30 Years while only 23(10.3%) of the respondents are aging 21-25 Years.It is understood that most of the Nurses that is 58(26%) has acquired Diploma in Specialty training course and B.Sc Nursing Courses while only 53(23.8%) of the Nurses acquired M.Sc Nursing Course.135(60.5%) respondents majorly work in the private hospitals while only 88(39.5%) of the respondents works in government hospitals.It is understood that majority of the Nurses that is 62(27.8%) are in the designation of Senior Nurses in the hospitals while only 21(9.4%) of the respondents belongs to Nursing Supervisor.

Nearly more than half of the respondents that is 134(60.1%) are working as a permanent Nurses in the hospitals where as only 89(39.9%) of the respondents are working as Contract Nurses in the Health InstitutionsIt is found that most of the Nurses that is 33(14.8%) are
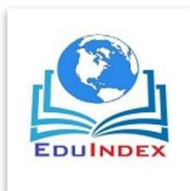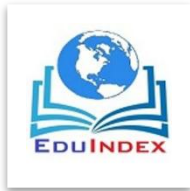
working in the pediatrician department while only 4 (1.8%) respondents work in Gynecology DepartmentIt is clearly found that most of the Nurses that is 88(39.5%) are positioned as the in-charge in general ward whereas only 55(24.7%) respondents positioned in Critical Care. Majority of the Nurses that is 110(49.3%) works in the shift timing of 1Pm-7Pm that is Mid Shifts while only 49(22.0%) respondents work 7Am-1Pm shift**.**It is understood that majority of the Nurses that is 81(36.3%) are earning from Rs. 41000- Rs. 60000 as their monthly salary while only 19(8.5%) respondents earn Above Rs.80000 as a monthly income.

It is found that most of the Nurses that is 63(28.3%) have the experience between 3-5 Years while only 25(11.2%) of Above 10 Years of experience.Nearly more than half of the Nurses that is 124(55.6%) respondents are mother of two children while 49 (22.0%) respondents have Three Children.Majority of the Nurses that is 84(37.7%) respondents have the children in the age of 9 – 15 Years while only 25(11.2%) respondents have 0- 2 Years Children.More than half of the respondents that is 150(67.3%) respondents are living as a nuclear family while only 73(32.7%) respondents live as a Joint FamilyMore than $2/3^{rd}$ of the Nurses that is 153(68.6%) respondents don't utilize the day care facilities either by the hospitals is from the private day care institutions that are available for taking care of their children while 70(31.4%) respondents utilize day care facilities either by the hospitals or from the private day care institutions

Majority of the Nurses that is 136(61.0%) respondents don't continue to work without shift basis, while only 87(39.0%) respondents continue to work without shift basis.It is understood that the most of the Nurses that is 68(30.5%) respondents work 51-55 hours per week while only 5(2.2%) respondents works Above 60 Hours per week It is found that most of the Nurses that is 123(55.2%) respondents take two breaks within the shifts to refresh themselves while only 34(15.2%) respondents takes only One break within shifts.
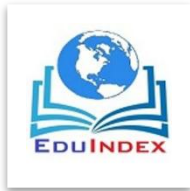
Chi-square test

Chi-square is applied to find out the association between working hours per week with nature of hospital and designation of the nurses.

Table No: 2

Chi-Square

Demographic Characteristics		Working Hours Per Week (In Hrs)						Chi-Square Value (df)	P-Value
		<40	41-45	46-50	51-55	56-60	>60		
Nature of the Hospital	Government	6	13	35	24	6	4	21.835 (5)	**0.001****
	Private	18	31	22	44	19	1		
Designation	Probationary Staff	8	7	10	5	-	-	61.555 (25)	**0.000****
	Junior Nurse	5	17	16	12	4	1		
	Senior Nurse	3	9	14	13	6	-		
	Assistant Nursing Supervisor	5	4	11	5	6	1		
	Nursing Supervisor	3	4	4	7	3	-		
	Nursing Superintend	-	3	2	9	6	3		

*Denotes: ** Indicates 1% Level of Significance; * Indicates 5% Level of Significance*
Sources: Computed Data

Nature of Hospital and Working Hours per Week

Since the calculated P-value (0.001) is lesser than the significance value (0.01) the null hypothesis (H_0) is rejected. Hence it shows there is significance association between the working hours per week and nature of the hospital.

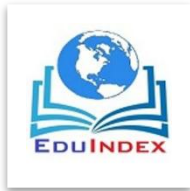**Designation and Working Hours per Week**

Since the calculated P-value (0.000) is lesser than the significance value (0.01) the null hypothesis (H_0) is rejected. Hence it shows there is significance association between the working hours per week and designation

ANOVA

H_2: There is a significance influence of Shift Timing on Factors relating to Work-life Environment

Table No: 3

Influence of Shift Timing on Factors Relating To Work Environment

Factors relating to Work life Environment	Shift Timing			F	Sig.
	7Am-1Pm (N=49) Mean (S.D)	1Pm-7Pm (N=110) Mean (S.D)	7Pm-7Am (N=64) Mean (S.D)		

Self Ability	3.2993 (.93354)	3.5000 (.89824)	3.4063 (.99286)	.809	**0.447***
Job Satisfaction	3.3810 (.90267)	3.4515 (.95739)	3.6146 (1.00829)	.936	**0.394***
Working Conditions	3.7041 (.95698)	3.7136 (.92483)	3.7109 (1.13321)	.002	**0.998***
Peer Members Support	3.3878 (1.01686)	3.4455 (.94176)	3.0781 (1.04737)	2.905	**0.057***
Organizational Support	3.7551 (1.06616)	3.7909 (.83606)	3.5469 (1.24950)	1.210	**0.300***
Independency	3.3571 (1.05574)	3.4455 (.92207)	3.1719 (1.14856)	1.456	**0.235***
Df = 222 (Between Groups= 2, Within Group= 220)					

*Denotes: ** Indicates 1% Level of Significance; * Indicates 5% Level of Significance*

Sources: Computed Data

The table shows that the P values (0.447, 0.394, 0.998, 0.057, 0.300, and 0.235) are greater than the table value 0.05 at 5% level of significant. Hence Null Hypothesis is accepted and it is concluded that the shift timing doesn't influence factors (Self Ability, Job Satisfaction, Working Conditions, Peer members support, Organizational Support and Independency) related to work-

life environment. The mean value of the respondents who are working in the 7Am- 1Pm shift is 3.2993, 3.3810, 3.7041, 3.3878, 3.7551 and 3.3571, The mean value of the respondents who are working in the 1Pm- 7Pm (Mid-Shift) is 3.5000, 3.4515, 3.7136, 3.4455, 3.7909 and 3.4455, and The mean value of the respondents who are working in the 7Pm- 7Am shift is 3.4063, 3.6146, 3.7109, 3.0781, 3.5469 and 3.1719. So it is understood that whatever may be the shift timing the working mothers as Nurses has a difference in their opinions when it comes to Work-life environment.
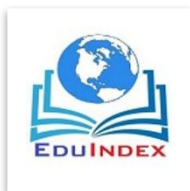
Findings of the study

From Chi-square test, it is found that 35 respondents in government hospitals works 46-50 hours per week, while only 4 respondents of government hospitals works above 60 hours and 44 respondents of private hospitals works 51-55 hours per week, while only 1 respondent works above 60 hours per week, it shows there is significance association between the working hours per week and nature of the hospital.It shows that 10 respondents who are probationary staffs work 46-50 hours per week, 17 respondents who are junior nurses work 41-45 hours per week, 14 respondents who are senior nurses work 46-50 hours per week, 11 respondents who are Assistant Nursing Supervisor work 46-50 hours per week, 7 respondents who are Nursing Supervisor work 51-55 hours per week and 9 respondents who are Nursing Superintends work 51-55 hours per week, Hence it shows there is significance association between the working hours per week and designation

Based on Analysis of Variance (one-way ANOVA), it is understood that there is no significant association between shift timing and factors (Self Ability, Job Satisfaction, Working Conditions, Peer members support, Organizational Support, and Independency) related to work-life environment. So, whatever may be the shift timing the working mothers as the Nurses as a difference in their opinions when it comes to caring their children.
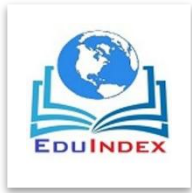
Suggestions of the study

- Day care facilities must be provided near by the hospitals for the welfare of the nurses as mothers who have children less than the age of 5 years. Even allowances can be provided for the nurses for using day care facilities.

- A compulsory breaks within the shifts must be provided to the nurses to balance their personal and professional needs

- Encouraging nurses to work out more frequently to reduce the effects of burnouts which in turn reduces mood swings and improves sleep quality of the mothers working as nurses.

- Introducing healthy food options for increasing the Well-being of the nurses who often chose to work for long shifts.

Conclusion

Mothers working as Nurses have a hard time in achieving the balance due to job demands, work schedules, or inability to say no when asked for help. Stress and job burnout can cause a poor work-life balance. They disrupt our normal patterns, behaviors, and feelings. For many Nurses, stress starts from the desire to provide a good service and care to their patients. This desire can create stress when barriers exist to achieving it. Some barriers are external and can be controlled. These may conclude everything from inadequate staffing levels to changes in practice expectations due to reforms in the healthcare sector.

Mothers from different generations as Nurses have different training, expectations, and skill sets. This can lead to new changes, conflict and other challenges, some mothers working as a Nurses struggle to balance their personal and professional life because of long hours and shift work commitments. It is concluded that the Nurses as mothers should pay extra attention in
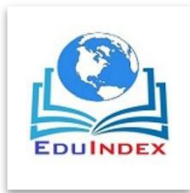
managing work-life balance to ensure they derive maximum satisfaction from their work while maintaining a healthy lifestyle in achieving a best child care and personal life.

Scope for future research

➢ The present study is limited only to the mothers working as Nurses of Chennai city only. In future this study can be expanded to the other domain and professions.

➢ Further study can be done in other regions and also thus comparing the work-life balance of the Male and Female Nurses.

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