

A Study on Work Life Balance of Healthcare Workers in MR Hospital at Thanjavur

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Abstract: This paper presents a study on work life balance of healthcare workers in MR hospital at Thanjavur.

Keywords: work life balance

1. Introduction

In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. Three major factors contribute to the interest in, and the importance of, serious consideration of work/life balance:

- Global competition;
- Renewed interest in personal lives/ family values; and
- An aging workforce. Research suggests that forward-thinking human resource professionals seeking innovative ways to augment their organization's competitive advantage in the marketplace may find that work/life balance challenges offer a win-win solution.

A. The concept of work life balance

- The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "family-work conflict" (FWC) and "work-family conflict" (WFC).
- The former is also referred to as work interferes with family" (WIF) while the latter is also known as "family interferes with work" (FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one's family life.
- Work/life programs existed in the 1930s. The policies and procedures established by an organization with the goal to enable workers to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family. People entering the workforce today are more likely to turn down to promotions if it is new job means, the employee is having to bring more work to home.

B. Worklife balance-the challenges ahead

- The complex society of ours makes the individuals with conflicting responsibilities and commitments; hence the work-life balance has become a predominant issue at the workplace. The major factors such as the global competition, the renewed interest in personal lives family values; and managing the workforce etc. have made it more significant. Studies have revealed that human resource professionals seek innovative ways to attain their organizations.
- Competitive advantage in the marketplace and it is found that work-life balance activities offer a win-win solution in this regard.

2. Literature review

1. White M. et. al. highlighted the parameters in their paper titled 'High-performance Management Practices, Working Hours and Work-Life Balance' regarding selected high-performance practices and working hours on work-life balance, analysed with data from national surveys of British workers in 1992 and 2000. Alongside long hours, which are a constant source of negative job-to-home spill over, certain 'high performance' practices have become more strongly related to negative spill over during this period.

2. Crooker et. al (2002) have studied in their paper titled 'The relationship between life complexity and dynamism that affect work-life balance'. The authors have explained individual value systems on the relationship between life complexity and work-life balance.

3. According to Guest (2002), the determinants of 'work life balance are located in the work and home contexts'. Contextual determinants include demands of work, culture of work, demands of home and culture of home. Individual determinants include work orientation (i.e. the extent to which work (or home) is a central life interest), personality, energy, personal control and coping, gender and age, life and career stage. The variables of the study are under the contextual determinants, which are leave policy and service delivery. The leave policy is the culture of work, while the service delivery is the demand of work.

4. Drew E. et.al (2005) in paper titled "Work/Life balance: senior management champions or laggards?" represented a major contribution to our understanding of the factors that inhibit the adoption and promotion of work/life balance by senior managers in other organisations/sectors. It also demonstrates that while there is a willingness to discuss and countenance more flexibility there are serious negative perceptions about such arrangements that might contribute to work/life balance for managers and staff. There were generally negative views about WLB expressed by men and women in senior management. Men referred to the possible disruption caused by, and difficulty in balancing, WLB against business imperatives.

5. McDonald, Brown and Bradley (2005) in the paper titled 'Gap between work-life policies and initiatives and their use', particularly by men and career-oriented workers, was due to five factors. The factors are lack of managerial support for work life balance, perceptions of negative career consequences, organizational time expectations, gendered nature of policy utilization, perceptions of unfairness by other workers. Given that the use of family-friendly initiatives was found to be significantly related to workers' perceptions of family-oriented workplace support and men reported higher work-family conflict than women, it appears that men experience less workplace support to use family-friendly initiatives than women as explained in more detail on the following page.

3. Research methodology

This chapter discusses the research design, data collection methods, operationalization of variables, sample size, sampling design and data analysis plan. This chapter also deals with the methods of selection of respondents, tools for analysis and choice of test statistics of the present study. The details of the questionnaire construction and the sampling procedure adopted in the study are explained in the following pages.

A. Meaning

Research is a careful investigation of especially through search for new fact in any branch of knowledge. Methodology is a systematically to solve the research problem. It may be understand as a science of studying how research is done logically. The various steps that are generally adopted by a research in studying researcher problem are the main function of research methodology.

B. Research design – descriptive

Descriptive research is also called Statistical Research. The main goal of this type of research is to describe the data and characteristics about what is being studied. The idea behind this type of research is to study frequencies, averages, and other statistical calculations. Although this research is highly accurate, it does not gather the causes behind a situation. Descriptive research is mainly done when a researcher wants to gain a better understanding of a topic. It is quantitative and uses surveys and panels and also the use of probability sampling.

C. Data collection methods

The study involved the measurement of Hospital Workers Work Life Balance (WLB) in the Personal environment and work environment. The framework of the study is focused on the work life balance problems of workers in Hospital. Hence the data were collected only from all workers working in hospital. The primary and secondary data were collected based on the specified objectives of the study. The primary data for the current study were collected by a well-defined structured questionnaire from the workers. The secondary data were collected from various journals. The reviews collected from past studies helped the researcher to identify the research gap and define the variables for the study.

D. Research instrument- questionnaire

Questionnaire contained two main parts such as personal data; organizational factors. Questions were also asked about age, gender, marital status, educational qualification, years of experience, number of members in respondents' family and working persons in their family.

E. Scope of the study

- The study aims to analyze the HR problems related with Work Life Balance of workers in MR hospital and is expected to provide an insight into the issues of Work Life of the workers.
- The Hospital will be able to identify the problems related to their job satisfaction and work life balance.
- The study is expected to identify the bottlenecks in implementing the Work Life Balance programmes and the perception level of the workers about the implementation of Work Life Balance programmes.
- The Hospital would be in a position to take adequate steps forward to improve the Work Life Balance of their workers and to frame appropriate guidelines and policies to amend Work Life Balance programmes successfully and to make periodic survey to assess the Work Life Balance.

F. Objectives of the study

The study is carried under the mentioned objectives:

- To assess the awareness of workers about work-life balance.
- To know the extent of formalization of work-life balance policies in both public and private sectors.
- To assess the attitude of workers and employer towards the policies of work-life balance implemented in hospitals.
- To know the demographic details of the respondents.
- To analyst the benefits of Work life balance.
- To suggest suitable strategies to improve the level of Work life balance.

G. Limitations of the study

1. The present study is confined all workers of MR Hospitals and not covered other states of India.
2. The analysis is based completely on the responses given by the respondents in the questionnaire. The authenticity

- of the responses is the limiting factor.
- Data collected may have biased response.
 - Lack of awareness, participation, motivation among employees and inefficient work-life practices (WLP).
 - The researchers had difficulty in explaining the research problem to the respondents. Hence the level of understanding of research problem and concept by the respondents may affect the study result.

4. Data analysis and interpretation

Test-1:

Table 1
Anova

Marital Status	Overtime		
Married	22	Most of the Time	62
Bachelor	76	Sometimes	32
		Seldom	6
		Always	0
		Never	0
Total	100	Total	100

Hypothesis:

Null hypothesis: There is no significant relationship between marital status and overtime.

Table 2
Anova: Single factor

Summary				
Groups	Count	Sum	Average	Variance
Column 1	100	168	1.68	0.219798
Column 2	100	156	1.56	0.450909

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	0.72	1	0.72	2.146988	0.144436	3.888853
Within Groups	66.4	198	0.335354			
Total	67.12	199				

Conclusion: Calculated F value is 2.146988 and F critical Value 3.88 so calculated value is less than the table value, so the null hypothesis is accepted. Hence it is concluded that there is no significant relationship between marital status and overtime.

Table 3
Correlation

Gender	Feel tired because of work		
Male	8	Never	74
Female	92	Rarely	16
		Sometimes	0
		Often	8
		Always	2
Total	100	Total	100

	Column 1	Column 2
Column 1	1	
Column 2	-0.04706	1

Test-2:

Conclusion: Calculated value is more than 0.5, so I concluded it with gender and feel tired because of work is negatively correlated.

Test-3:

Chi square test

Hypothesis

Table 4

Relationship between age and balance between work life and home life					
Age/Balance	Well Balanced	Balanced	Somewhat Balanced	Out of Balanced	Total
18-25	42	10	4	0	56
26-35	22	8	4	0	34
36-45	8	-	2	0	10
Total	72	18	10	0	100

Null hypothesis: There is no significant relationship between age and balance between work life and home life.

Calculated value $\chi^2 = 1.64732$

Degree of freedom = (R-1) (C-1) = (3-1) (4-1) = 6

The table value of χ^2_6 for degree of freedom at 5 per cent level of significance is 12.592

Conclusion: Calculated value is less than the table value, so the null hypothesis is accepted. Hence it is concluded that there is a no significant relationship between family marital status and work pressure.

Table 5

Observed frequency vs. Expected frequency

Group	Observed Frequency	Expected Frequency	O-E	(O-E) ²	(O-E) ² /E
Aa	42	40.32	1.68	2.8224	0.07
Ab	10	10.08	-0.08	0.0064	0.00063
Ac	4	5.6	-1.6	2.56	0.45714
Ad	0	0	0	0	0
Ba	22	24.48	-2.48	6.1504	0.25124
Bb	8	6.12	1.88	3.5344	0.57751
Bc	4	3.4	0.6	0.36	0.10588
Bd	0	0	0	0	0
Cc	8	7.2	0.8	0.64	0.08888
Cb	0	0	0	0	0
Cc	2	100	-98	9.604	0.09604
Cd	0	0	0	0	0
χ^2					1.64732

A. Findings

The study is conducted to know the impact of work life balance of healthcare workers in MR hospital. A detailed survey is conducted among 50 healthcare workers for MR hospital and following are the findings from the study.

Socio-economic and demographic profile of the respondents:

- Majority of the healthcare workers selected as sample are less than 30 years of age.
- Majority of the respondents experience below 5 years.
- Majority of the respondent monthly income below 6000.
- Majority of the respondent marital status is single.
- Majority of the respondents are Fulltime workers.

Healthcare workers perception for Work Life Balance in MR hospital.

- Most of the respondents are under satisfied working hours in hospital.
- Most of the respondents are having enough time to spend with their family.
- Most of the respondents have flexible working schedule both family and work life.
- Most of the respondents balance is well between work life and home life.
- Most of the respondents can attend family functions for sometimes only.
- Most of the respondents will take for vacation once in a year.
- Most of the respondent's health is suffer because of their work in hospital.
- Most of the respondent's priority is health.
- Most of the respondent's never missing quality time for their family or friends because of work.
- Most of the respondents are most of the time purchasing home articles.
- Most of the respondents are most of the time stay in the hospital to finish their work.
- Most of the respondents are happy to spend their time at work in hospital.
- All of the respondents are attending social functions in hospital.
- Most of the respondents are never feeling tired because of their work in hospital.
- Most of the respondents' support from family members for balances your work and family commitments.
- Most of the respondents are no disease can affect because of their work in hospital.
- Most of the respondents' have good work life balance for their organizations.

B. Suggestion

The respondents are satisfied with their work life, but some of them are really comfort with their work and most of them also feel pressure in their job the main problem I used get from the respondents is they really don't know how to manage their work life with family life and some of them also feel they able

to handle the pressure and they feel they able to manage their both life's.

The hospital may take little more initiatives to help them to know about the how to manage their work life with family life and make them feel good to be in the hospital for that they may used to restructure the leave policy of the hospital and increase some grievances and some welfare measures to the hospital nurse and make them feel good and they may satisfy and it may increase the productivity of the hospital.

It is very essential to take survey on satisfaction of them so it can only help the hospital authority to know the need of them and it may help the hospital to take some good decisions on their spending.

5. Conclusion of research objective

- Workers on executive position says that their dual life is very well balanced and even some executive things that it is somewhat balanced. Thus all the surveyed workers have balanced their dual life.
- From the study it is clear that 60% of surveyed workers are not working under flexible schedule. Only those workers who are on executive position.

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