

ISSN: 2347-7644

# Sadakath

A Research Bulletin

(UGC APPROVED JOURNAL NO. 64130, INDEXED IN GOOGLE SCHOLAR)

Vol. VI

Special Issue 2

March 2019

Published by

**Sadakathullah Appa College**  
**(Autonomous)**

(Reaccredited by NAAC at an 'A' Grade and ISO 9001:2015 Certified Institution)

**Rahmath Nagar, Tirunelveli - 627 011**



# **Sadakath**

**A Research Bulletin**

Published by



**Sadakathullah Appa College**  
**(Autonomous)**

Reaccredited by NAAC with 'A' Grade & ISO 9001:2015 certified  
Rahmath Nagar, Tirunelveli – 627 011, India.

Ph: 0462 – 2540763

Website: [www.sadakath.ac.in](http://www.sadakath.ac.in)

<b>S. No</b>	<b>Title</b>	<b>Page No.</b>
15	<b>A study on consumer preference of Redmi Mobile in Tirunelveli City</b> <i>T.K. Asan Mydeen and Dr. K. Sheik Mydeen</i>	96
16	<b>Customer Satisfaction towards E-banking Services</b> <i>Sneha. S. Thampi</i>	104
17	<b>A study on Work-life Balance of Unaided Teacher working in Colleges affiliated to Manonmaniam Sundaranar University</b> <i>J.A.M. Omeray Farook, Dr. S.M.A. Syed Mohamed Khaja and Dr. A. Hamil</i>	109
18	<b>A study on issues of entrepreneurial socialisation among Women</b> <i>S. Lyrics Miruna and Dr. S. David Appathurai</i>	115
19	<b>A study on Service Quality of Private Omni Buses with special reference to Tirunelveli City</b> <i>J.A.S. Mohamed Ehya, Dr. S.M.A. Syed Mohamed Khaja and Dr. A. Hamil</i>	121
20	<b>A study on employee morale in service sector at Tirunelveli</b> <i>V. Ulagammal and Dr. T. S. Subbulakshmi</i>	126
21	<b>Perception towards sales Promotional Tools between Rural and Urban Women with special reference to Packaged Products</b> <i>G.S. Dhanashree</i>	132
22	<b>A study on critical analysis of Vegetable Market in Pavorchatram - Tirunelveli District</b> <i>Dr. K. Viswa Sarojini Devi</i>	137
23	<b>A study on Stress Management of Women Professionals in Madurai City</b> <i>P. Abinaya and S. Sri Dharshini</i>	141
24	<b>Stress Management level among the Students of V.O. Chidambaram College, Thoothukudi, Tamil Nadu</b> <i>F. Cisma and V. Siva Subramanian</i>	149
25	<b>A study on Work-Life Balance and Factors influencing Women Employees of Government Hospital with reference Tirunelveli</b> <i>R. Rosy Jeba Mary</i> 154-160	154
26	<b>A study on Customer Satisfaction towards hotel sectors in Tirunelveli City</b> <i>K. Chitra, T.K. Asan Mydeen and Dr. S.M.A. Syed Mohamed Khaja</i>	161
27	<b>Issues in Small-Scale Industry</b> <i>Shyni Thankachan</i>	171

---

## A STUDY ON WORK-LIFE BALANCE AND FACTORS INFLUENCING WOMEN EMPLOYEES OF GOVERNMENT HOSPITAL WITH REFERENCE TIRUNELVELI

R. Rosy Jeba Mary <sup>1</sup>

### Abstract

Working women have played important role throughout the world due to economic conditions and social demands. Work-Life-Balance means "Work-Family-Balance". Having work-life balance is getting to do everything you want to do in a given day, week or month. Hence it is very necessary to know how the women balance very professional and domestic life. This has resulted in a scenario in which working women have tremendous pressure to develop a career as tough as their male counterparts while sustaining active engagement in personal life. The ever-increasing work pressure is taking a toll on the working women leaving them with less time for themselves. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc. that keeps work-life integrated with personal life also creates stress on personal and professional fronts in this knowledge age. This affects the person's physical, emotional and social well-being. Thus, achieving work-life balance is a necessity for working women to have a good quality of life.

This paper is an attempt to explore the robust challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of married working women of government hospital in Trinelvei district have been examined in this study. Data were subjected to analytical statistics and it was found that the problems faced by the working women in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their quality of life. In this background the present study was undertaken to determine the work-life balance and challenges faced by working women. The sample consists of 200 career women working in Kerala, India. The questionnaire was collected from respondent. After analysing by using various tools like percentage analysis, chi-square and correlation, results show that there is a work-family conflict and lack of organizational satisfaction among working women.

**Keywords:** Work-life balance, quality of life, family-work conflict.

### Introduction:

In this competitive world, it is essential for every organization to create an amiable atmosphere that can help the employees to balance their personal and professional roles. Work-life balance was coined in 1986. But due to increased working hours, the individuals are left with less time for

---

<sup>1</sup> Ph.D. Scholar (Reg. No. 1245), PG & Research Department of Commerce, St. Xavier's College (Autonomous), Tirunelveli - 627 002, Affiliated to Manonmaniam Sundaranar University, Tirunelveli - 627 012

themselves. As a result, the personal and spiritual growth of an individual is also hindered.

Due to intense competition in the world, the presence of working women has become increasing day by day. And the increased economic conditions have necessitated both husband and wife to do job for having a normal life. Though woman has achieved tremendous success in her career but still her responsibility towards home has not decreased. When children are there her responsibility is increasing even more. She must manage her household chores, look after her kids and so on. Work-life conflict (or imbalance) occurs when cumulative demands of work and non-work roles are incompatible in some respects, such as participation in one role is made more difficult by participation in the other roles. For women, both personal and office roles are demanding. As a result, such pressure affects her health thereby leading to absenteeism from workplace. Hence it becomes essential to help working women to maintain a balance between their personal and professional lives. At home, she has to deal with the demands of her kids, husband and in-laws whereas in office she has to bear the brunt of office demands. Following are some of the strategies that will help in managing her professional and family life:

- Effectively scheduling of time at work
- Exploring the availability of flexi-timings
- Fruitfully planning of the weekends
- Plan her activities with friends and family
- Staying focused at official work without having any type of distraction or interruption
- Give importance to physical caring
- Avoid using devices while at work.

The key areas that are affected by work-life balance are namely retention of employees, increase in motivation and employee productivity, decrease in healthcare costs, reduced absenteeism and stress-related illness etc. For leading a healthy life, it is essential to schedule the hours of family and work-life. When a woman is able to manage her personal and professional life, she becomes more committed to her workplace

As a result, she is able to achieve success in her career. Further, it will also help her in leading a healthy and peaceful life. The present study is an attempt to study the work-life balance of women employees in government hospitals. The key areas that are affected by work-life balance are namely retention of employees, increase in motivation and employee productivity, decrease in healthcare costs, reduced absenteeism and stress-related illness etc. For leading a healthy life, it is essential to schedule the hours of family and work-life. When a woman is able to manage her personal and professional life, she becomes more committed to her in her work. As a result, she is able to achieve success in her career. Further, it will also help her in leading a healthy

and peaceful life. The present study is an attempt to study the work-life balance among women employees in government hospitals.

**Statement of the problem:**

Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The attitude of female workers has also changed. Women are growing more ambitious as they become key players in the world of work, contributing to major company successes. Majority of women work lives are a juggling act that included multiple responsibilities at work, and daily routine responsibilities of life at home. Traditionally the role of women used to be of cooking, cleaning etc. They were looked upon as a caregiver or as home keeper and were denied access outside home. Today's women have made their mark in every field. Be it arts, literature, sports, corporate etc women are ready to take up challenges. People want to be able to have a good quality of life, an enjoyable work-life and career progression, training and development, good health, affordable childcare or eldercare, further education, more money, time to travel, time with friends and family, time to do sports and hobbies.

The women Doctors and Nurses working in Health sector work under the condition of work pressure, inflexible working environment and frequent patient interactions. In addition to that the women Doctors and Nurses working in Health sector undergo the pressure of multitask and multi demand and command. The women Doctors and Nurses in Health sector face the situation of caring the work responsibilities to the home and at the home. These avenues encounter the imbalance among them to manage work and family. The Health sector carries heavy responsibility centers and accountability make women to encounter work-life balance related issues. Attitude is the combination of cognitive, affective and behaviour component and its stability can be re-modified based on situation and environment. In connection to work-life balance, the attitude of encountering individual also varies.

Health sector offer employment to women in various working avenues. But the working systems, the prevailing work culture, the impetus of needy economy sources cause work-life imbalances of women Doctors and Nurses in this sector. In order to study these aspects, the particular study has been designed. The purpose of study was to know the obstacles they are facing while working.

**Objectives of the study:**

The study was conducted with the following objectives.

- (i) To know the level of work-related variables, influence on work-life balance among women employees of Government Hospitals in Tirunelveli
- (ii) To identify the important work domain factors of women employees of Government Hospitals in Tirunelveli
- (iii) To recommend / suggest ways for improving work-life balance.

### **Significance of the study:**

Work-Life Balance is the worldwide phenomenon and requisite of each and every individual. The purpose of this study is to identify the factors affecting Work-life balance of women employees of Government Hospitals in Tirunelveli to determine the causes of work-life imbalance in these hospitals and to provide an insight for employers so that they can take proper work-life balance initiatives.

### **Scope of the study:**

The scope of the study was limited to the married women employees working in government hospitals of Tirunelveli regarding the challenges that they face in balancing professional life and personal life. This study consists of Doctors, Nurses, pharmacists, sanitary and technicians. The study covers to identify the possible, feasible ideas to overcome the imbalance and improve the quality of work-life balance of women employees of government hospitals in Tirunelveli.

### **Methodology:**

Data have been collected from the women employees of government hospitals in Tirunelveli through questionnaire. The sample of nurses, doctors, pharmacists, sanitary workers and technicians working in government hospitals was taken. The purpose of study was to know the obstacles they are facing while working. One-way ANOVA was used for analysing the data and results were interpreted with the help of SPSS. Well-designed questionnaire was used for getting the responses of women employees working in government hospitals. 125 samples of nurses, doctors and technicians were taken from government hospitals in Tirunelveli

### **Analysis and interpretation:**

#### **Level of Work-Related Variables Influence on Work-life Balance:**

In order to find out the significant difference in level of work-related variables influence on work-life balance among different categories of women employees of Government hospitals in Tirunelveli, ANOVA is attempted with the null hypothesis as, "**There is no significant difference in level of work-related variables influence on work-life balance among different categories of women employees of Government hospitals in Tirunelveli**". The result of ANOVA for level of work-related variables influence on work-life balance among different categories of women employees of Government hospitals in Tirunelveli district is presented in Table 1.

**Table 1: Level of Work-Related Variables Influence on Work-life Balance**

Sl. No	Work Related Variables	Doctors	Nurses	Technicians/ Pharmacists/ Sanitary workers	F Statistics
1.	Workload	4.3667	4.3506	4.0427	1.067
2.	level of responsibility	4.6455	4.1377	4.0200	3.256*
3.	Close supervision	4.2528	4.2360	4.1623	1.202
4.	Work safety	3.6180	3.5714	3.3111	0.919
5.	Support from others	2.3182	2.2079	2.1889	2.024*
6.	Working conditions	3.9740	3.9494	3.9000	0.246
7.	Multi instructions	4.2857	4.2778	4.1685	0.716
8.	Execution of work	4.1444	4.0084	4.0005	1.090
9.	Priority of jobs	4.1818	4.1778	4.0225	2.615*
10.	Scope for improvement	4.1688	4.1556	4.0197	2.547*
11.	Importance of decision making	4.0185	4.0000	3.9432	0.338
12.	Work targets	4.2343	4.0312	3.7556	3.340*

Source: Computed data \*-Significant at five per cent level

Table 1 shows the mean score of level of work-related variables influence on work-life balance among different categories of women employees in government hospitals along with its respective 'F' statistics. The high level of work-related variables influences on work-life balance among the respondents who are doctors are level of responsibility and workload and their respective mean scores are 4.6455 and 4.3667 and among the respondents who are nurses, workload and multi instructions and their respective mean scores are 4.3506 and 4.2778. Table further shows that the high level of work-related variables, influence on work-life balance among the respondents who are technicians are multi instructions and close supervision and their respective mean scores are 4.1685 and 4.1623. Regarding the level of work-related variables influence on work-life balance, the significant difference among the different categories of women employees, are identified in the case of amount of responsibility, support from others, priority of jobs, scope for improvement and work targets since the respective 'F' statistics are significant at 5 per cent level, the null hypothesis is rejected.

#### **Factors of work-life balance:**

In order to find out the significant difference in factors influencing of work-life balance among different categories of women employees of Government hospital in Tirunelveli ANOVA is attempted with the null hypothesis as, **"There is no significant difference in variables influencing work-life balance among different categories of women employees of Government hospitals in Tirunelveli"**. The result of ANOVA for determines of work-life balance among different categories of women employees of Government hospitals in Tirunelveli is presented in Table 2.

**Table 2: Factors Influencing work-life balance**

Sl. No.	Factors	Doctors	Nurses	Technicians/ Pharmacists/ Sanitary workers	F Statistics
1.	Present annual income of employee	3.9909	3.9412	3.9220	0.505
2.	Tenure in the present hospital	3.2353	3.2341	3.1818	0.144
3.	Department in which an employee is working	4.0727	4.0058	3.9706	0.551
4.	Nature of job	4.5227	4.0116	4.0867	4.731*
5.	No of years of previous experience	4.1318	4.0607	3.9118	1.410
6.	Level of hierarchy in the hospital	4.0658	3.9738	3.8529	1.740
7.	Term of Contract	3.8555	3.7941	3.7727	0.696
8.	Support from employer and management	3.9646	3.9556	3.9167	0.211
9.	Support from colleagues	3.4444	3.2197	3.2114	1.571
10.	Policies of hospital	4.2222	4.0354	4.1825	1.015
11.	Long Working Hours	4.2889	4.6389	4.0682	5.049*
12.	Age of an employee	4.3167	4.1333	4.1220	3.108*
13.	Marital Status	4.1111	4.0407	3.9899	0.481
14.	No of Members of family	4.1212	3.8444	3.8005	1.617
15.	Type of Family / Family Structure	4.0909	4.0833	4.0000	0.842
16.	Age of the KIDs	4.2576	4.3444	4.1424	2.280*
17.	No of Dependents	4.3515	4.2250	4.0883	3.426*
18.	Educational Qualification	4.4917	4.0897	4.0530	6.546*
19.	Mobility from native place	4.3333	4.1795	4.1417	1.434
20.	Psychological factors	4.5083	4.2615	4.2417	2.745*
21.	Energy Levels of employee	4.2051	3.9400	3.9141	3.364*
22.	Self High Expectations	4.2251	4.1733	4.0352	2.569*

Source: Computed data \*Significant at five per cent level

Table 2 shows the mean score of factors influencing work-life balance among different categories of women employees in government hospitals along with its respective 'F' statistics. The important factors of work-life balance among the respondents who are doctors are nature of job and psychological factors and their respective mean scores are 4.5227 and 4.5083 and among the respondents who are nurses, long working hours and age of the kids and their respective mean scores are 4.6389 and 4.3444. Table further shows that the factors influencing of work-life balance among the respondents who are technicians, pharmacists and sanitary workers are psychological factors and policies of organization and their respective mean scores are 4.2417 and 4.1825. Regarding the factors of work-life balance, the significant difference among the different categories of women employees, are identified in the case of nature of job, long working hours, age of an employee, age of the kids, no of dependents, educational qualification, psychological factors, energy levels of employee and self-high expectations, since the respective 'F' statistics are significant at 5 per cent level, the null hypothesis is rejected.

**Suggestions:**

- The hospitals are advised to establish a work-life balance cell at their hospital in order to analyse the level of their employees' expectations and perception on the work-life balance concept. Then only they can ensure the well-being to their employees and try to maximize the employees' satisfaction.
- The hospital should go for childcare and also support the employees for non-work commitments. It would help the hospitals to retain the talented women employees at every level.
- Stress free environment can be created by giving minimum workload. Courses on effective stress management can be introduced by the hospitals. Typically, they can create awareness and demonstrate technique to reduce the stress. Proper yoga and meditation training can be given to the employees to cope with stress.
- It is very necessary to understand that married women with children require more organizational support than the unmarried and married employees with no children. So, it is the prime responsibility of the employee to take care while designing the human resource policies so that they can best utilize the women employees' potential.

**Conclusion:**

From the above discussion, it is reasonable to conclude that government hospital in Tirunelveli, should address the Work-life Balance related issues and to support the women employees to manage their work-life balance which would add to the performance of these staff members. The results also indicated that work-life balance of women employees in government hospitals is a challengeable one. Their need to be a periodical review in terms of their work and personal life satisfaction, otherwise, they would be subjected to severe stress.

**References:**

1. Chawla, Deepak & Neena Sondhi, (2011). Assessing Work-Life Balance among Indian Women Professionals, *The Indian Journal of Industrial Relations*, Vol. 47, Issue 2, pp. 341-351.
2. Baral, R, Bhargava, S, (2011). HR Interventions for Work-Life Balance: Evidences from Organizations in India, *International Journal of Business, Management and Social Sciences*, Vol. 2, No. 1.
3. Doherty, L. (2004). Work-life balance initiatives: implications for women. *Employee Relations*, Vol. 26 Issue 5, pp. 433-52.
4. K. Santhana Lakshmi and S. Sujatha Gopinath, (2013). Work-life Balance of Women Employees-With Reference to Teaching Faculties. *Abhinav: International Monthly Refereed Journal of Research in Management & Technology*, Issue 2, pp. 53-62.
5. N Krishna Reddy, MN Vranda, Atiq Ahmed, BP Nirmala1, B Siddaramu, (2010). Work-life Balance among Married Women Employees, *India Journal of Psychological Medicine*; Vol. 32, Issue 2, pp. 112-118.