A STUDY ON STRESS DUE TO BALANCING WORK AND LIFE OF FEMALE NURSES IN HOSPITALS

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Abstract

Work life balance is the most discussed subject nowadays. Work life balance is a positive relationship between work and personal life of a working person. Now a day’s carrying out this positive attitude itself leads us to stress.

The basic necessity of the research was to give nurses in hospitals a voice by expressing their views regarding their work life balance and how they cope with stress.

Keywords: Stress, Work Life Balance, Nurses Stress.

Introduction

“Work Life Balance means equal balance” is a myth among the working individuals opinion. Trying to allocate or schedule perfect number of hours for various works is what realistic and rewarding work life balance….Unfortunately the stress arouse out of this work life balance is what a challenging issues among working women especially the nurses in south Chennai hospitals

Objectives

1. To measure the level of satisfaction as perceived by the nurses on the varied determinants of work life balance
2. To identify the major stress causing factors that influence the work life balance among the nurses
3. To measure the overall WLB of nurses, irrespective of caders
4. To examine the factors like long working hour, shift work, meetings after working hour, compulsory extra duties that hinder in balancing work and family commitments.
5. To analyze variables like support from colleagues at work, support from family members, bring children to work on occasions that help to balance work and family commitments.

6. To find out the work balance policies that has been provided to nurses with regards to stress and working conditions.

**Scope of the Study**

1. The study covers to identify the possible, feasible ideas to overcome the imbalance and improve the quality of work life balance of nurses.

2. The scope of the study is to analyze the work life balance among the nurses in south Chennai hospitals.

3. Data have been collected from the nurses in south Chennai hospitals through questionnaire.

**Importance of the Study**

It is important to draw a distinction between work and life. People who are constantly tied to their jobs deal with the symptoms of stress and burnout. If a person doesn’t have a time to relax and recharge, their ability to do their job decreases and their performance level suffers. Those who don’t take time away from their job often end up getting sick more often because they don’t eat properly, don’t get enough sleep and don’t take time to exercise. Thus from a management point of view, it is important to encourage a person to take time off from work instead of putting in long hours. An employee that spends time with friends and family can return to work refreshed and ready to do their job.

**Embracing Life:**

Creating a schedule that allows a person to do activities they enjoy, will help them to be better employees, friends and family members. Once the time to work is over the person needs to learn to walk away from the laptop and not answer the cell phone for work calls. This type of balance is not easy to achieve because there will always be people who want to make demands on an individual’s time. People need to learn that it is okay to say no and only agree to take on additional tasks if they are important. Without aerating work-life balance a person isn’t able to take time to enjoy the life they have worked so hard to create. They aren’t available for friends and family members, and often take their stress out on the ones they love. They can also suffer from illness and physical diseases.

**Research Methodology**

The Research design is Descriptive and convenient sampling method is used. The sample size is 100 nurses in south Chennai hospitals. The Primary data is collected through questionnaire.
Data Analysis and Interpretation

1. Chart Showing Respondents Suffering of Stress Related Diseases

Interpretation

The above table shows none of the respondents are suffered of hypertension, 5% of the respondents are suffered of obesity, 10% of them are suffered from diabetes, 35% of them suffered of frequent headache, 35% of the respondents are not suffered any of the diseases, 5% of the respondents are suffering from other diseases.

2. Chart Showing Managing of Stress Related Problems.

1. Table Showing the Factors Which Improve Work Life Balance Among Nurses.

<table>
<thead>
<tr>
<th>FACTORS</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>TOTAL</th>
<th>RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Status and promotion</td>
<td>6</td>
<td>63</td>
<td>48</td>
<td>44</td>
<td>100</td>
<td>126</td>
<td>35</td>
<td>422</td>
<td>5</td>
</tr>
<tr>
<td>Provision of Good working environment and welfare measure</td>
<td>20</td>
<td>0</td>
<td>81</td>
<td>128</td>
<td>80</td>
<td>30</td>
<td>0</td>
<td>339</td>
<td>1</td>
</tr>
<tr>
<td>Provision of Health Programs</td>
<td>25</td>
<td>32</td>
<td>30</td>
<td>20</td>
<td>80</td>
<td>132</td>
<td>42</td>
<td>361</td>
<td>4</td>
</tr>
<tr>
<td>Provision for day care facilities</td>
<td>33</td>
<td>10</td>
<td>45</td>
<td>60</td>
<td>25</td>
<td>90</td>
<td>84</td>
<td>347</td>
<td>2</td>
</tr>
<tr>
<td>Time of , break and paid leaves</td>
<td>5</td>
<td>72</td>
<td>48</td>
<td>44</td>
<td>30</td>
<td>126</td>
<td>35</td>
<td>360</td>
<td>3</td>
</tr>
<tr>
<td>Grievances redressed system</td>
<td>0</td>
<td>22</td>
<td>15</td>
<td>84</td>
<td>105</td>
<td>60</td>
<td>182</td>
<td>468</td>
<td>6</td>
</tr>
<tr>
<td>Career development prospects</td>
<td>11</td>
<td>22</td>
<td>33</td>
<td>20</td>
<td>80</td>
<td>36</td>
<td>322</td>
<td>524</td>
<td>7</td>
</tr>
</tbody>
</table>
Interpretation

The table shows that none of them are doing yoga for managing their stress, 15% of respondents are doing Meditation, 100% of respondents are doing entertainment, 10% of respondents are doing dance, 65% of respondents are mostly preferring music and one of them are select other’s specify option.

The above table depicts that 1st rank for the provision of good working environment and welfare measures, 2nd rank for provision for day care facilities, 3rd rank for time of break paid leaves, 4th rank for provision for health programs, 5th rank for salary status and promotion, 6th rank for grievances redressed system and 7th rank for career development prospects.

**Table Showing the Factors Helps Respondents In Balancing Work And Family Commitments.**

<table>
<thead>
<tr>
<th>Factors</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>total</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attending only at the time of service</td>
<td>21</td>
<td>20</td>
<td>78</td>
<td>172</td>
<td>0</td>
<td>291</td>
<td>4</td>
</tr>
<tr>
<td>Technology like cell phones / laptops/ internet</td>
<td>15</td>
<td>66</td>
<td>96</td>
<td>60</td>
<td>25</td>
<td>262</td>
<td>1</td>
</tr>
<tr>
<td>Being able to bring children to work on occasions</td>
<td>27</td>
<td>42</td>
<td>48</td>
<td>40</td>
<td>130</td>
<td>287</td>
<td>3</td>
</tr>
<tr>
<td>Support from family members</td>
<td>26</td>
<td>62</td>
<td>33</td>
<td>64</td>
<td>80</td>
<td>265</td>
<td>2</td>
</tr>
<tr>
<td>Other’s (specify)</td>
<td>11</td>
<td>10</td>
<td>45</td>
<td>64</td>
<td>265</td>
<td>395</td>
<td>5</td>
</tr>
</tbody>
</table>

**Interpretation:**

When considering the factors that helps you in balancing work and family commitment the 1st rank for technology like cell phones /laptops/ internet , 2nd rank for support for family members ,3rd rank for being able to bring children to work on occasion, 4th rank for Attending only at the time of service , 5th rank for others like support from friends and colleagues.

**Table Showing the Factors Which Hinder You In Balancing Family Commitments**

<table>
<thead>
<tr>
<th>FACTORS</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>TOTAL</th>
<th>RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>LONG WORKING HOURS</td>
<td>21</td>
<td>0</td>
<td>48</td>
<td>64</td>
<td>110</td>
<td>60</td>
<td>70</td>
<td>40</td>
<td>413</td>
<td>2</td>
</tr>
<tr>
<td>TECHNOLOGY LIKE CELL PHONES/LAPTOPS</td>
<td>6</td>
<td>0</td>
<td>63</td>
<td>112</td>
<td>75</td>
<td>90</td>
<td>0</td>
<td>120</td>
<td>466</td>
<td>6</td>
</tr>
<tr>
<td>FREQUENT TRAVELLING AWAY FROM HOME</td>
<td>16</td>
<td>10</td>
<td>45</td>
<td>20</td>
<td>80</td>
<td>162</td>
<td>77</td>
<td>25</td>
<td>435</td>
<td>4</td>
</tr>
<tr>
<td>NEGATIVE</td>
<td>36</td>
<td>34</td>
<td>30</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>70</td>
<td>216</td>
<td>386</td>
<td>1</td>
</tr>
</tbody>
</table>
## Interpretation:

The above table disclose the 1st rank for negative attitude of peer and colleagues, 2nd rank for long working hour, 3rd rank for negative attitude of family members, 4th rank for frequent travelling away from home, 5th rank for meetings/training after office hour, 6th rank for technology like cell phones and laptops, 7th rank for negative attitude of supervisors and the 8th rank for others (i.e) taking care of children and older people.

## Findings

1. Through one way Anova there is no significant difference between marital status and factors helps in managing stress.

3. Through GARRETT’S Ranking analysis the rank of factors technology like cell phones/laptops/internet got 1st rank, followed by technology like cell phones/laptops…working from home…..and etc.

4. Through Kal-mogrow-smirnov test the 1 rank is for negative attitude of peer and colleagues and 8th rank for others i.e., taking care of children and older people.

5. When considering the factors it helps in balancing work and family commitment the 1st rank for technology like cell phone and 5th rank for others like support from friends and colleagues.

6. The factors which improve work life balance among female faculty members,1st rank for provision of good working environment and welfare measure and 7th rank for career development prospects.

## Suggestions

1. Reduce work load would likely to be the most effective way to reduce stress

2. Make course clustering and partial leave uniformity available and increase awareness of policies and programs.
3. Work life balance policies like flexible working hours, flexible leave.

4. Develop continue and make uniformity accessible information and programs to assist the respondents with adult dependent care.

5. In order to achieve work life balance, time balance, involvement balance, and satisfaction balance should be considered.

**Conclusion**

Work life balance remains an issue that requires considerable attention from the society.

The work life programs incorporated at Hospitals provide the flexibility and support that help individuals navigate through the increasing complexities of modern life that encompass various priorities, including dual earning, families, child care and elder care to name a few.

Although work life balance may be viewed as a utopian dream, society must not fail to respond to the needs of individual when dealing with Hospitals issues arising from work and the rest of life, especially among individuals further along in their lives and careers.

With the many problems associated with stress, including issues of health and well being and decreases services, society would be wise to faster an environment that proactively engages individual to reflect on their choices and priorities.

**References:**


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