



A Study on Work Life Balance Among Womens Staffs in Health Care System

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ABSTRACT

Work life balance is the maintenance of balance between the responsibilities at work and at home. An imbalance leads to stress and strain. Today with increasing demands at work place, the interface between work life and personal life assumed significance which demands more attention. A healthy employee is an asset for the organization as they will work efficiently and effectively with more productivity and less stress. Women employees are more vulnerable to improper work-life balance. So, this study has been done to analyse the factors and environment which affect work-life balance of women employees to improve their work-life balance.

Key words: Work-Life Balance, Hospital, Female doctors, Female nurses, Healthcare

INTRODUCTION

Work-Life Balance (WLB) denotes a person's level of prioritizing of personal and professional activities in their lives, as well as the amount to which work-related activities are present at home. It is an area where its importance has increased for both employees and employers. Work-life balance requires a systematic prioritization of work and personal duties. It is the ability to efficiently handle a variety of tasks at work, at home, and in other facets of one's life. Separating professional responsibilities from family, friends, social circle, morality, self-development, self-care, and other personal interests is an ongoing effort. Uneven work-life interaction can harm individuals, families, and organizations, resulting in poor health and performance. Work-life balance is a condition in which a person balances current and expected conflicts between time pressures and energy to meet their happiness and fulfillment needs. In terms of earnings and employment, the healthcare industry is one of the biggest and fast-growing in the world. It comprises the development of goods and services for patient treatment, as well as the provision of curative, preventative, and rehabilitative care. Job satisfaction is an important component of total happiness, and it can only be attained if employees can strike a work-life balance. Medical practitioners have an increasingly difficult job since they make a major impact on the lives of patients through their altruistic and dedicated service. Employees in the healthcare field must be cautious all the time. As a result, medical professionals are under a lot of pressure. Doctors and nurses, regardless of whether their children or dependents are at home, must attend to their patients during extended working hours in the event of an emergency. They may have erratic working hours, late-night shifts, and other duties that may have an impact on their WLB. . Even though WLB is one of the key problems that women medical professionals encounter, women make up a sizable portion of the hospital workforce. They may be juggling several roles in their lives while juggling both their personal and professional lives. This may harm their health and wellbeing. Women who play several roles, on the other hand, reported greater physical and psychological health than women who play fewer responsibilities. Role conflict can also be generated by a reversal connection, in which personal stress affects job performance. .

REVIEW OF LITERATURE

1. R.Balaji (2014) Work life balance of women in IT sectors is gaining the domain place in highly discussed topics. Family–work conflict and work–family conflict are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family.
2. Siva Prasad K.I., Dr. P. T. Raveendran (2019) Analysis has done with the help of tools like Frequency statistics, ANOVAs and Correlation. Through this article, an attempt has been made to bring out the issues connected to the work-life balance of female nurses working at Academy of Medical science, Pariyaram. Findings revealed that work-life balance among women nursing employees are satisfactory but seldom the management paying attention to frame and formalize the work-life management policies at the hospital.
3. Jadhav Tilekar, S., & Lele, V. (2020) Nurses as the largest group of health care providers will have a good standard of working life so they can provide their patients with quality treatment. Therefore care should be taken to the working life of the nurses.
4. Goyal, B. (2014) Work-life balance has become an emerging issue in clinics and private hospitals as it is affecting the efficiency of nurses and lady doctors. The main focus of the study was nurses and lady doctors working in clinics and private hospitals.

5. Viveka Marie, G. (June 2015) Health Care Sector is an area of interest because shift work, especially night work, overtime places lot of stress on the nurses both at professional and personal front. Research indicates that improper work scheduling and long working hours tend to cause adverse effect on employee's health and well-being.

OBJECTIVES OF THE STUDY

- ❖ To analyse whether long working hour affect individual efficiency.
- ❖ To analyse the factors affecting work life balance wheel.
- ❖ To find out the satisfaction level of employee.
- ❖ To analyses the socio economic factors affecting work life balance.
- ❖ To give the valuable suggestion to the organization for better performance of employees.

METHODOLOGY OF STUDY

The research design adopted is descriptive. The secondary records were collected from specific sources. That includes the articles and websites.

Importance of Work Life Balance among women:

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 at home. When survey is conducted (Osmania University, Hyderabad), discovered that the majority of women are working 40-45 hours per week and 53% of the respondents report that they are struggling to achieve work/life balance.

Impact on WLB's experience for women:

1. Work-Family Conflict and Family Relationships Workplace Disputes
2. Women in a variety of roles
3. Workplace Stress
4. Taking care of children.

Work-Life balance isn't something that happens by accident. It entails the efforts of various stakeholders, including the employee, the organization for which the person works, the employee's family, and the society in which the employee lives.

Workplace Family Conflict

Work-family conflict is defined as an incompatibility between the domains of work and family. When involvement in one function becomes more difficult due to participation in the other, there is a conflict between both environments.

WLB and Women's Role

Women are typically employed full-time and work a minimum of 8 hours per day, five days per week, and face growing workloads daily. As a result, most of them have work and family duties, but how can you strike a balance between the two?

Today's fast-paced world needs talent, tact, expertise, and caution. Women must balance high job expectations, office commitments, tight meeting schedules, and life's duties and responsibilities.

Workplace stress and a lack of work-life balance.

Women in high-ranking positions in the workplace are expected to arrive on time, cook, clean, and care for their families, increasing their stress levels and leading to health issues.

Children's Services.

Working mothers with little children are compelled to leave them in daycare or the care of a housekeeper. It causes them to be more stressed and unable to focus on their profession. They are also unable to provide adequate care for them at times.

The main reason for wage disparities between men and women is the segregation of men and women into different occupations. Occupational segregation limits people's professional options, particularly in the key early years of adulthood. It was the case for the Europeans.

To attain WLB, every woman must set a goal and accomplish success in her job and her family. Planning, organizing, and setting limits are some of the tactics and abilities employed at home and at work to achieve a rewarding and fulfilling well-balanced existence both professionally and personally. To meet the family's needs, women employees should take care of their families physically and financially. Work on achieving corporate goals as well as personal development to meet career requirements.

Organizations must implement human resource strategies and policies to address the present corporate environment's challenges with women's work-life balance.

CONCLUSION

Human being the most valuable asset of the organization has to be considered for the better functioning of the organization. This study concluded that "work-life balance is highly significant and needs a balance between the family and work with satisfaction without any psychological distress". The study also showed that major conflicts occur between 'professional and personal lives' of married working women due to the factors: long working hours, increased work pressure, target-oriented work, career aspects, travelling time, child care, old parents care and fulfilment of the routine day to day domestic responsibilities.

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