

Influence of demographic factors in work life balance of the nursing professionals

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Abstract

Work life balance is given more attention now a days. The impact on the quality of the work is notable, which may lead to stress and lower level job satisfaction. The nature of job of the nursing professionals is associated with numerous problems which affects the quality of service to the patients when fails to manage it properly. This study focuses on the work life balance of nurses and the influence of demographic variables on it. A sample of 452 nurses is covered for the purposes of the study. The findings show that a moderate level of work life balance is found among the respondents and demographic variables influence the work life balance of the respondents.

Keywords: demographic factors, nursing professionals, work life balance

1. Introduction

Health is considered as the wealth of every individual. The need for health care is increasing day by day due to the increasing health issues. Hospitals play a significant role in providing health care for the needy and save the life of the patients even at high risk. Doctors are considered as the god to many patients, because as they save many precious life. But, on the other side nurses who are serving as the back bone of every doctor are also valued accordingly. Nurses take care of their patients with more care, affection and love which is considered as an important aspect in the curing process of the patients. The quality of the nursing has a significant impact on the patient's health. But, practically the nature of job the nursing professionals is very difficult and challenging. They have to be very much conscious, attentive and responsive all the times and during any emergencies too. When number of patients are increasing in hospitals due to the nature of the job, nurses are facing numerous problems like work load, work time, etc. These things create stress and strain affects the work life balances of nurses. Winnie Malun, (2011) ^[5] his finding of the study shows that there is a significant relationship exists between the work life balance and stress level of the employees. Though various research studies are concentrated on the stress and job satisfaction of nurses, only few studies are focusing the work life balance of nurses.

Work life balance is termed as the balance between the work responsibilities and family responsibilities. When there is an imbalance it may lead to various problems like stress, strain, low job satisfaction, employee turnover, etc. Thus work life balance is considered as an important study in the present scenario especially in the nursing profession. Work life balance is influenced by various factors, out of which demographic is one among them. The influence of demographic factors on the work life balance of the nurses are not focused by many researchers. Thus, considering the importance of the demographic factors on the work life balance of the nursing professionals the present study is carried out.

2. Review of Literature

Frone and Yardley (1996) ^[2] found that age of the child and number of dependents had a significant influence on the work life balance of the employees. Wallace and Cousins (2004) ^[4] the findings of their study revealed the demographic variables namely age, gender, place of living, and child care had a significant influence over the work life balance of the employees. Smith J and Gardner D, (2007) ^[3] found the number of dependents and marital status of the employees did not have any significant influence on the work life balance of the employees. Meanwhile, the years of experience in the organization has a significant influence over the work life balance of the employees. Lavanya L, and Dr. N. Thangavel (2014) ^[6] their finding revealed that age, income, number of dependents and level of management significantly influenced the work life balance of the employees. Almalki, M. J., FitzGerald, G., & Clark, M. (2012) ^[1] the results of the study showed that there was a significant difference in the work life balance based on the demographic variables namely age, gender, marital status, child care, dependents, experience, level of management and monthly income of the nurses. The study also found that there was no significant difference was found in work life balance based on the different level of education of nurses.

3. Objectives

1. To access the level of work life balances of nurses.
2. To study the influence of demographic factors on the level of work life balance of nurses.

4. Methodology

Descriptive design is adopted for the present study. The universe of the study is the nursing professionals in NABH accredited hospitals, Chennai. The researcher adopts simple random sampling technique for the selection of the samples for the study. The researcher collects the name list of the nurses from the concerned organisation and administer the sampling

process. The total size of the sample is 452. This research is used with questionnaire for data collection. The questionnaire consists of 2 sections namely personal profile and work life balance scale profound by Fisher-McAuley *et al.* (2003). Statistical tools like simple percentage analysis and ANOVA are used to analyse the collected data.

Table 1: Work Life Balance of the Respondents

Work Life Balance	No. of Respondents	Percentage
Very High	90	19.9
High	97	21.5
Moderate	196	43.4
Low	51	11.3
Very Low	18	4.0
Total	452	100.0

The above table shows that 43.5 percent of the respondents have moderate level of work life balance, 21.5 percent of them have high level of work life balance, 19.9 percent of them have very high level of work life balance, 11.3 percent of them have low level of work life balance and 4 percent of them have very low level of work life balance.

Table 2: Significance (F and T) Test for Work life Balance Based on Demographic Variables

Variables	Test	Value	p-value	Result
Age	f	16.808	0.000	Significant
Marital status	f	3.692	0.012	Significant
Place of living	t	3.285	0.001	Significant
Type of family	t	2.056	0.040	Significant
Educational level	f	3.186	0.024	Significant
Designation	f	24.125	0.000	Significant
Experience	f	17.409	0.000	Significant
Income	f	1.778	0.151	Not-Significant
Family members	R	0.244	0.000	Significant
Dependents	R	-0.250	0.000	Significant

The above table depicts the difference in the level of work life balance based on the demographic profile of the respondents. The ANOVA value shows that there is a significant difference in the level of work life balance based on the different age groups of the respondents at 0.01 level of significance. The mean value (36.15) shows that age of those respondents is below 23 have higher work life balance compared to other respondents.

The ANOVA value shows that there is a significant difference in the level of work life balance among various marital status of the respondents at 0.05 level of significance. The mean value (36.00) shows that separated respondents have higher work life balance compared to other respondents.

The t-value value shows that there is a significant difference in the level of work life balance among the respondents who stay in home and hostel at 0.01 level of significance. The mean value (34.00) shows that the respondents who stay at hostel have higher work life balance compared to those who stay at home.

The t-value value shows that there is a significant difference in the level of work life balance among the respondents who reside in nuclear family and those who reside in joint family at 0.01 level of significance. The mean value (32.78) shows that the respondents who reside in nuclear family have higher work life balance compared to those who reside in joint family.

The ANOVA value shows that there is a significant difference in the level of work life balance among various educational levels of the respondents at 0.05 level of significance. The mean value (33.47) shows that diploma holders have higher work life balance compared to other respondents.

The ANOVA value shows that there is a significant difference in the level of work life balance among the different designations of the respondents at 0.01 level of significance. The mean value (36.59) shows that nursing assistance have higher work life balance compared to other respondents.

The ANOVA value shows that there is a significant difference in the level of work life balance among various levels of experience of the respondents at 0.01 level of significance. The mean value (39.80) shows that those respondents who have experience more than 7 years have higher work life balance compared to other respondents.

The ANOVA value shows that there is no significant difference in the level of work life balance among various income groups of the respondents at 0.05 level of significance. The coefficient of correlation value shows that there is a significant relationship between number of family members and work life balance of the respondents at 0.001 level of significance. It is inferred that members in the family is the high level of work life balance.

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The coefficient of correlation value shows that there is a significant inverse relationship between number of dependents and work life balance of the respondents at 0.001 level of significance. It is inferred that the number of dependents is the high level of work life balance.

5. Salient findings

- Less than half (43.5 percent) of the respondents have moderate level of work life balance
- There is a significant difference in the level of work life balance based on the different age groups of the respondents at 0.01 level of significance.
- There is a significant difference in the level of work life balance among various marital status of the respondents at 0.05 level of significance.
- There is a significant difference in the level of work life balance among the respondents who stay in home and hostel at 0.01 level of significance.
- There is a significant difference in the level of work life balance among the respondents who reside in nuclear family and those who reside in joint family at 0.01 level of significance.
- There is a significant difference in the level of work life balance among various educational levels of the respondents at 0.05 level of significance
- There is a significant difference in the level of work life balance among the different designations of the respondents at 0.01 level of significance.
- There is a significant difference in the level of work life balance among various levels of experience of the respondents at 0.01 level of significance.
- There is no significant difference in the level of work life balance among various income groups of the respondents

- at 0.05 level of significance.
- There is a significant relationship between number of family members and work life balance of the respondents at 0.001 level of significance
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- The coefficient of correlation value shows that there is a significant inverse relationship between number of dependents and work life balance of the respondents at 0.001 level.

6. Suggestions

The management have to consider the demographic profile of the respondents, as most of them influences the work life balance like highly experienced nurses. They have high level of work life balance which means that they are able to perform their work responsibilities and family responsibilities in a conductive way. Thus, these people should not be ignored but appreciated and encouraged. Appropriate work life balance policies and benefits like working timing, flexible timing, relaxation room, etc must be given to the employees, which will enhance their work life balance. The family members have to support the women employees for enhancing their balance between work and family. There may a vibrant grievance settlement mechanism for the nurses in hospital to solve their dissatisfaction which may help them to manage their work responsibilities better without stress.

7. Conclusion

Nurses play a vital role in health care and serve to many patients with care and affection. Their participation must be appreciated and encouraged by means of providing appropriate benefits and rewards. Enhancing the work life balance in-turn improves the quality of service rendered by them to the patients. Thus the present study focuses on work life balance of the employees and the factors which influence the same. The study concludes that a moderate level of work life balance is found among the nurses and demographic variables have a significant influence over the work life balance of the nurses. Thus, giving attention to demographic profile of the respondents can enhance the quality of the service rendered by the nurses in the benefit of work life balance.

8. References

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