

A Study on Work Life Balance among Women Employees Government Hospital in Tirunelveli City

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Abstract: *Work life balance is a term used to describe the balance between an individual's personal life and professional life. A healthy work life balance is assumed to be significant for working women, particularly in the current context in which both the family and the workplace have passed several challenges and problems for women.*

Keywords: Work life balance, women employees, personal life

I. INTRODUCTION

Work life balance denotes a person's level of prioritizing of personal and professional activities in their lives, as well as the amount to which work life balance related activities are present at home. It is an area where its importance has increased for the employees. Work life balance requires a systematic prioritizing of work and personal duties, 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.

II. REVIEW OF LITERATURE:

Fathima, S. (2019). Employee's Work Life Balance Post Maternity in Healthcare Industry. SSRG International Journal of Economics and Management Studies 6(2), 7-11

Jadhav Tilekar, S., & Lele, V. (2020). To explore the impact of work life balance for hospital-based nurses: A Review of Literature II. International Research Journal on Advanced Science Hub, 2, 149- 158.

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2.1 Objective of the Study

- To identify the influence of work place environment and stress related issues on the emotional status of female nurses.
- To analyse the features of motivation initiatives adopted by the hospitals.
- To examine the factors which determine the satisfaction of women employees.
- To compare the work life balance between married and unmarried women employees.

III. METHODOLOGY

- **Primary data:** The primary and secondary data are collected for the purpose of the study. Primary data are those which are collected for the first time and they are original in character.
- **Secondary data:** Secondary data are those data which are already collected by some agency for some other sources.

IV. ANALYSIS AND INTERPRETATION

Demographic profile of the respondents:

S.NO	PARTICULAR	NO.OF RESPODENTS	PERCENTAG E%
AGE GROUP			
1	21-30	7	12
2	31-40	9	20
3	41-50	10	20
4	51 above	24	48
	TOTAL	50	100
FAMILY INCOME			
1	Below 10000	10	20
2	10000-20000	15	30
3	Above 20000	25	50
	TOTAL	50	100
GENTER			
1	Female	25	50
2	male	25	50
	TOTAL	50	100
JOB SECURITY			
1	Good	15	30
2	Very good	25	50
3	poor	10	20
	TOTAL	50	100
MARITAL STATUS			
1	Married	35	70
2	unmarried	15	30
	TOTAL	50	100
EDUCATIONAL QUALIFICATION			
1	Degree qualification	15	30
2	M.B.B.S	25	50
3	Diplomo qualification	10	20
	TOTAL	50	100
BENIFITS			
1	Salary increment	25	50
2	Bonus	20	40
3	Medical allowences	5	10
	TOTAL	50	100
NO.OF FAMILY MEMBERS			
1	3-4 members	30	60
2	4-5 members	15	30
3	5 above	5	10
	TOTAL	50	100
RESIDENT STATUS			
1	Own house	25	50
2	Rended house	10	20

3	Government quarters	15	30
	TOTAL	50	100

SOURCES OF DATA

- According to age wise classification 12 percentage respondents are age group of 21-30 years and 20 percentage respondents are in age group of 31-40 years and 20 percentage respondents are age group of 41-50, and 48 percentage respondents are age group of 51 above years.
- According to family income 20 percentage respondents are below 10000, 30 percentage respondents are 10000-20000 and 50 percentage respondents are above 20000.
- according to gender wise classification 50 percentage respondents are male and 50 percentage respondents are female.
- According to job security is 30 percentage respondents are good security, 50 percentage respondents are very good security, 20 percentage respondents are poor security in a work environment.
- According to marital status is 70 percentage respondents are married persons and 30 percentage respondents are unmarried persons.
- According to educational qualification are 30 percentage respondents are degree qualification, 50 percentage respondents are studied M.B.B.S and 20 percentage respondents are get diploma qualification.
- According to benefits get the government employees in hospital in 50 percentage respondents are salary increment, 40 percentage respondents are get bonus and 10 percentage respondents are get medical allowances.
- According to the employees's no of family members are 60 percentage respondents are 3-4 members in a family, 30 percentage respondents are 4-5 members in a family and 10 percentage respondents are above 5 members in a family.
- According to residential status are 50 percentage respondents are in own house, 20 percentage respondents are in rented house and 30 percentage respondents are in government quarters.

Chi Square Test:

Gender	Job security	good	Very good	poor	total
Male		5	12	8	25
Female		10	13	2	25
		15	25	10	50

Calculation Of Table:

O	E	(O-E)	(O-E) ²	(O-E) ² /E
5	7.5	2.5	6.25	0.83
12	12.5	0.5	0.25	0.02
8	5	3	9	1.8
10	7.5	3.5	12.25	1.63
13	12.5	0.5	0.25	0.02
2	5	3	9	1.8
			TOTAL	6.1

Calculate chi-square value = 6.1 Degree of freedom = (r-1)*(c-1)

= (2-1)*(3-1)

= 1*2

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=2 percentage

Table value= 6.1

INFERENCE: Since the calculated value (6.1) is less than the table value (2) the null hypothesis is accepted. Hence there is no significance difference between job security and gender wise classification.

V. FINDINGS

- Majority of the respondents age group 41-50, 48 percentage.
- Majority of the respondents of family income above 20000, 50 percentage.
- Majority of the respondents of gender are equal to both are 50 percentage.
- Majority of the respondents of job security is very good are 50 percentage.
- Majority of the respondents of married, 70 percentage.
- Majority of the respondents of educational qualification are M.B.B.S, 50 percentage.
- Majority of the respondents of benefits in salary increment is 50 percentage.
- Majority of the respondents of no. of family members 3-4 are 60 percentage.
- Majority of the respondents of own house resident ,50 percentage.

VI. SUGGESTIONS

Moreover the performance of the hospital employees is in balance. The performance of the employees, is influenced by many factors like work life imbalance. Hence the outcome of this study shall play a vital role in suggestions the means to balance work life related to other employees.

VII. CONCLUSION

Different pointers were utilised to work life equalization through scheme investigation.

The opinion of women employees on emotional intelligence, work engagement, organisation commitment, job stress statement, and its influence over the work life balance in hospital employees.

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