

A Study on Work Life Balance among the Employees of Government General Hospital, Chennai

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INTRODUCTION

WORK-LIFE BALANCE

Work life balance refers to the process handled by employees to manage the time effectively between job and personal life. Work-life balance is a day to day task managing the job environment with personal activities. Work-life balance creates job satisfaction among the employees.

The main concept of this study is to analyse how to reduce the stress among employees. The employees spend most of their time and energy and they get few time to spend their time with family. Most of the employees face work-life balance as a challenging part. Employers also play an important role in managing the work-life balance through flexible work schedule, paid time-off (PTO) policies, responsible time and communication expectation and company-sponsored family events and activities.

WORK-LIFE BALANCE CONCERNS OF MEN AND WOMEN

Discrimination is experienced by men who take time off or reduce working hours for taking care of the family. Most of the male and female employees are engaged more time with their family to execute their personal responsibilities and interests. Therefore, it is an effort to retain employees, which is important for organizations to recognize the work life balance.

IMPACT OF WORK-LIFE BALANCE ON THE CHILDREN

The recent trend is that many of the young children are being taken care by child care homes. Many of the school going children return to home and spend time with mobile phones and other entertainment devices and they lack guidance to parents due to improper work life balance. Parents returning to home late night tired lead to the children with loss of control and they misuse their freedom. According to a recent survey by the National Institute of Child Health and Human Development, the "more time that children spent in child care, the more likely their sixth grade teachers were to report problem behaviour."

RESPONSIBILITIES OF THE EMPLOYER

Employers must realize the importance of work-life balance for increasing productivity and job satisfaction of their employees. Research by Kenexa Research Institute in 2007 shows that those employees who were more

favourable toward their organization's efforts to support work-life balance also indicated a much lower intent to leave the organization, greater pride in their organization, a willingness to recommend it as a place to work and higher overall job satisfaction.

REVIEW OF LITERATURE

Bhatia Y. and Srilatha. S (2015) the researcher had published a research paper "Work-Life Balance and Gender Differences in Middle Level Managers in India". The outcome of the paper tells that women group is the main victim for work-family conflict due to the reason that they are housewife. Women play an important role in job environment, family role conflict which results in high stress.

Mohanty A., Kesari L. (2016) the research paper "Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies" – the researcher collected several data from HR Managers belonging to IT and Telecom sectors in India. They have said that the MNC's have come up with initiatives to offer provisions such as flexible time, paid paternity leave, childcare facilities and tools such as video conferencing to reduce commuting to office. The formal initiatives have been taken to improve work life balance.

Kakkar, Jyoti, Bhandari, Anuradha (2016) the author of the research "A Study on work-life balance in the Indian Service Sector from a Gender perspective" studies on work- life balance for the working women. This study identifies the gender differences was noticed in large numbers by the researcher, however, the researcher conducted the talk of work- life balance with reference to men, for either they have been ignored or have been taken for granted for being the stronger sex, be it at home or at the work front. The various monetary and non monetary issues related to the work life balance of women are analysed by the researcher.

Santosh R. S., Jain R. (2016) the research paper "Study of effect of Commuting & Working Hours on Work life balance of working men in Mumbai" the researcher had analysed that the long working hours is the main reason for balance of working life in metro cities. There is need to research and investigate further on this subject in order to improve lives and productivity of working men in metro cities of India.

OBJECTIVES OF THE STUDY

- To examine the work life balance at Government General Hospital, Chennai
- To create Awareness about work life balance among employees in Government General Hospital, Chennai
- List out the different factors for enhancing work life balance among the employees of Government GH, Chennai

HYPOTHESIS

- H0: There is significant association between gender and the factors influencing work life balance
- H0: There is direct association between age group and the factors of work life balance
- H0: There is no association between work life balance and employee designation

- H0: There is no association between factors of work life balance with the working preference

RESEARCH METHODOLOGY

SAMPLING DESIGN

- **Simple random sampling is applied for the study.** A simple random sampling is a sample generated by a process that guarantees in the long run, that each and every possible sample having the chance to be selected with known and equal probability. Thus this sampling technique suit more appropriate for our study

SAMPLE SIZE

- The sample size selected for the study is given below

Nomenclature	Number of Sample
Male	86
Female	64
Total	150

NATURE AND SOURCES OF DATA

- Primary data was collected directly from the men and women employees. Primary data was collected by means of questionnaires. Secondary data was also collected from General Hospital history, manuals, websites and various journals which provided lot of information. Data were collected through direct interview with the employees of General Hospital

STATISTICAL TOOLS USED

SPSS Package was used for analyzing the data collected and statistical analysis was done with the help of this software. Percentage Analysis and Tabulation was applied for analysis of the data.

SCOPE OF THE STUDY

The research study was mainly done with an aim to know the employees perception regarding work life balance. The study covers 150 employees working at Government General hospital, Chennai. The research findings will help the company to frame certain strategies to help the employees to balance their work and their personal life.

LIMITATIONS OF THE STUDY

- The research study was conducted within a period of 1 month. This study was confined to Chennai – Government General Hospital alone. Therefore, the findings are applicable only to the employees of General Hospital, Chennai. The Study was only limited to 150 samples.

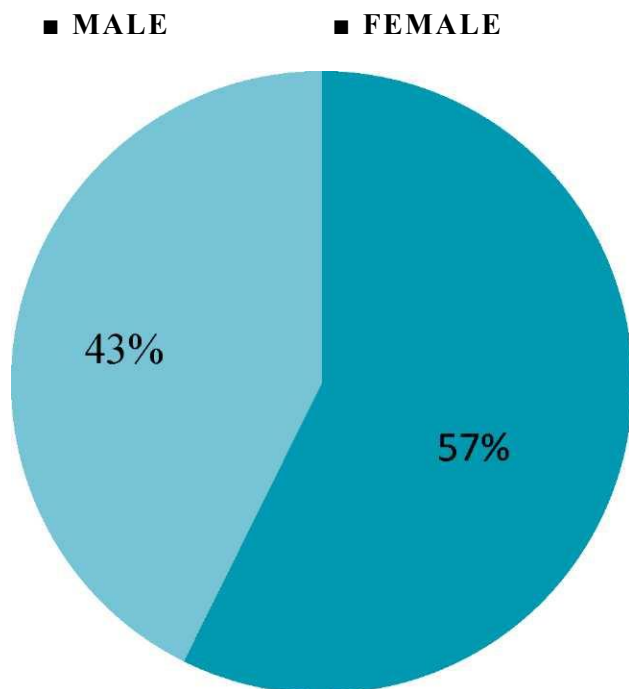
DATA ANALYSIS AND INTERPRETATION**GENDER OF THE EMPLOYEES**

GENDER	NO. OF THE EMPLOYEES	PERCENTAGE
MALE	84	57.3
FEMALE	66	42.7
TOTAL	150	100.0

Source: Questionnaire

DATA INFERENCE:

It is very clear from the above table 57.3% of the employees were Male and 42.7% of the employees were Female. The majority of the employees found that they belong to Male gender. This is depicted in the Chart

GENDER OF THE EMPLOYEES

AGE OF THE EMPLOYEES

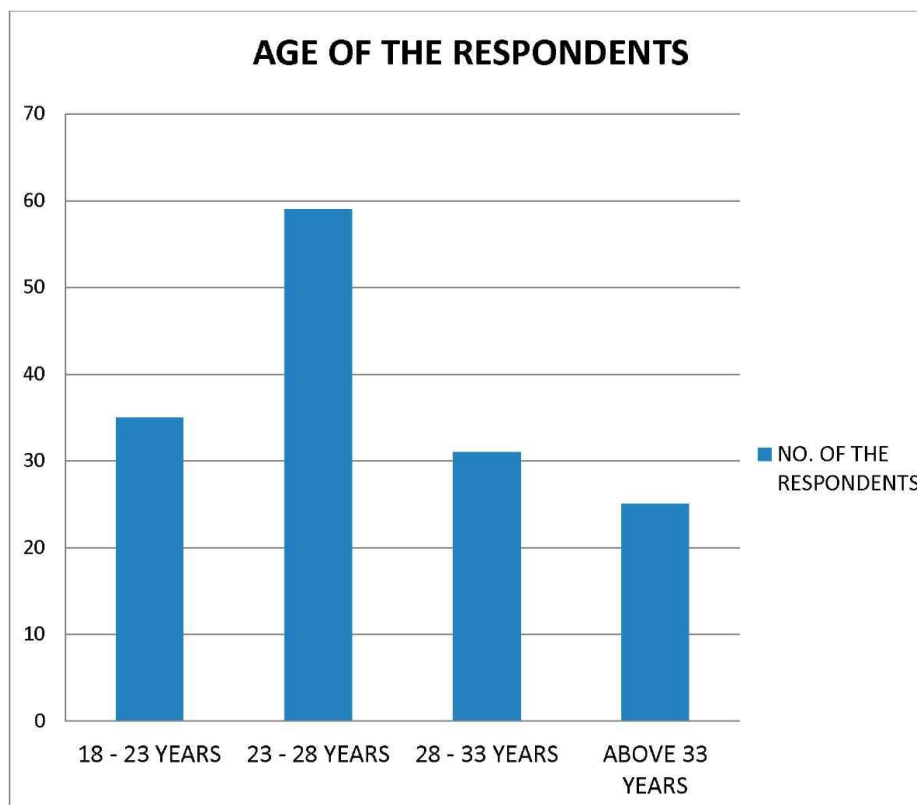
AGE	NO. OF THE EMPLOYEES	PERCENTAGE
23 - 28 YEARS	34	23.3
29 - 34 YEARS	59	39.3
35 - 41 YEARS	32	20.7
ABOVE 42 YEARS	25	16.7
TOTAL	150	100

Source: Questionnaire

INFERENCE:

It is very clear from the above table that 23.3% of the employees belong to the age group 23 - 28 years. 39.3% of the employees belong to the age group 29-34 years. 20.7% of the employees belong to 35 - 41 years age group. 16.7% of the employees belong to the age group of above 41 years. Majority of the employees belong to the age group 23 - 28 years. The above analysis can be explained below with the help of Pie- chart

AGE OF THE EMPLOYEES



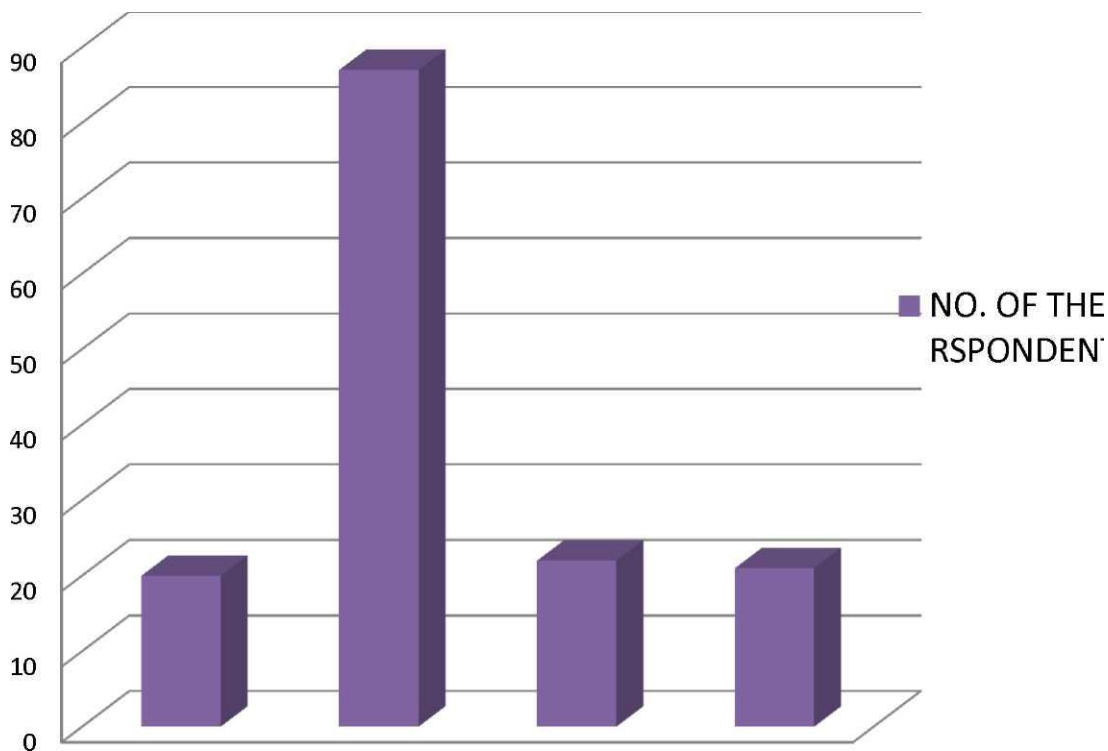
DESIGNATION OF THE EMPLOYEES

DESIGNATION	NO. OF THE EMPLOYEES	PERCENTAGE
TECHNICAL STAFF	20	13.3
NURSES	87	58.0
ATTENDERS	22	14.7
OFFICE STAFF	21	14.0
TOTAL	150	100.0

Source: Questionnaire

DATA.INFERENCE:

It is very clear from the above table that 13.3% employees were technical staff. 58% of the employees were nurses. 14.7% employees were attenders. 14% of the employees were officer staffs. It is found that majority of the employees were executives. The above analysis is explained with the help of Pie-chart



Test of Hypothesis No.1

Age-wise Distribution of the respondents

S.No	Age Group	No. of Respondents	Percentage
1.	Below 30 Years	35	12
2.	31-40 Years	84	56
3.	41 and above	31	32
	Total	150	100

Source: Primary Data

Inference

The calculated value of chi square is 18.14 which is greater than the table value 3.841 at 1 df and 5% level of significance and thus the null hypothesis is rejected. Hence, long working hours have significant relationship with the age group of employees.

Test of Hypothesis No.2

Age-wise Distribution of the respondents

S.No	Age Group	No. of Respondents	Percentage
1.	Below 30 Years	84	56
2.	31-40 Years	35	12
3.	41 and above	31	32
	Total	150	100

Source: Primary Data

Inference

The calculated value of chi square is 16.18 which is greater than the table value 3.841 at 1 df and 5% level of significance and thus the null hypothesis is rejected. Hence, factors of work life balance have significant relationship with the age group of employees.

FINDINGS, SUGGESTIONS AND CONCLUSION

- It is found that majorities (57%) of employees are male and 43% of employees are female.
- It was discovered that Majority of employees (39%) are in age group of 23-28 age, 23% of the employees fall in 29-34 age, 21% of the employees fall in 35-41 age, 17% of the employees fall in above 42 year above.
- It was discovered that Majority of employees (58%) are nurses, 13% of the employees are attenders, 15% are office staffs and 13.3% are technical staff
- It was found that Majority of the employees (53%) have work experience between 0-5 years, 30% of employees have 5-10 years, 13% of employees have 10-15 years and 4% more than 15 years of experience.
- It was found that Majority of the employees (43%) work 9 hours, 16% of them work 8 hours, 30% of them work 10 hours, 11% of them work more than 10 hours.
- It was notice from the research that the Majority of the employees (75%) of employees are satisfied with the working hours and 25% of employees are not satisfied with the daily working hours
- Majority of the employees (58%) of them work in day shift, 21% of them in night shift and 21% of them work in rotational shifts.
- During this study, majority of the employees (34%) of them often take leave, 23% of employees never take leave, 27% of them rarely take leave, and 16% of the employees sometimes take leave depending upon their family situation.
- Majority of the employees (59%) have work pressure affect their family life and rest 41% doesn't feel much work pressure because they distribute their family environment

SUGGESTIONS

- It is confirmed that there is an association between age and work life balance factors.
- There is an association between designation and the work life balancing factors.
- It has been found that there is an association between the preference to work and work life balancing factors.
- It has been found that except Age all other variables such as Gender, Years of experience and Designation have no significant relationship with the factors that influences the work life balance.
- Long working hours can be avoided by the organization for proper work life balance
- The employers can implement shift base of work for their employees for effective work life balance
- Work satisfaction acts as a major barrier in work life of the employees.
- The organization can arrange for family tour for better work life balance

- The organization should undertake certain initiatives like games, picnic, etc., to reduce the stress level of the employees.
- Employers can arrange counseling programmes for better work life balance
- Effectiveness and productivity can be increased through work life balance of employees
- Employees can be provided with career break which majorly influences work life balance.

CONCLUSION

The family and work life are both important to employees. It has to be maintained properly for better satisfaction of the employees. This study is important because it help employees and employers to know how the work life and family life interface results into stress. Work-life balance is an issue increasingly recognized as of strategic importance to organizations and to improve performance of employees. Work-life Balance is necessary for effective human resources management. Work life balance improves the satisfaction of employees in their job and with their family.

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