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EXPLORING THE MAJOR FACTORS INFLUENCING THE WORK LIFE BALANCE AMONG MARRIED WOMEN NURSES – AN EMPIRICAL STUDY

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Abstract—*Women reported that their life has become a juggling act as they have to shoulder multiple responsibilities at work and home. In this context, the concept of Work-Life Balance along with its implications is a core issue that must be investigated as more female nurses emerge in the Indian society. Married Female nurses struggle with highly demanding familial, personal and societal duties to be performed in their day-to-day life. This imbalance in their life causes job and family stress leading to health-related problems. In order to understand the work life balance factors, this study has been proposed to be undertaken.*

Keywords—*Health Related Problems, Job Stress, Personal Dissatisfaction, Societal Duties, Work Life Balance.*

INTRODUCTION

Women reported that their life has become a juggling act as they have to shoulder multiple responsibilities at work and home. When a woman is able to manage her personal and professional life she becomes more committed to her office work. As a result, she is able to achieve success in her career. Further, it will also help her in leading a healthy and peaceful life. Nurses play the major role in health care and thus it is necessary that their needs have to be taken care and a congenial atmosphere is to be created to work with utmost satisfaction. In this context, the concept of Work-Life Balance along with its implications is a core issue that must be investigated as more female nurses emerge in the Indian society.

Married Female nurses struggle with highly demanding familial, personal and societal duties to be performed in their day-to-day life. Any imbalance in their life causes job a Married Female nurses struggle with highly demanding familial, personal and societal duties to be performed in their day-today life. This imbalance in their life causes job and family stress leading to health-related problems. In order to understand the work life balance factors, this study has been proposed to be undertaken.

Work-Life Balance

Women also must take care of their own health and other personal activities, which are often neglected because of overload as well as time limitations. The demands originating from the work and personal life of women are quite often mutually exclusive, rendering it very difficult to strike a balance between the role demands. Work life Balance can be defined as "satisfaction and good functioning at work and at home, with a minimum of role conflict". Inability to handle the contrast between work and family is the main source of job stress and ends in job and personal dissatisfaction. This may be true for some individuals but there are also others who view this as an opportunity for multiple sources of satisfaction and well-being. The issue of work life balance for female nurses especially married need to be recognized as these people are vitally important to society.

REVIEW OF LITERATURE

Lakshmi and Gopinath (2013) conducted a study to examine the effect of work life balance on women's performance and to identify the factors that influenced work life balance among women. Questionnaires were used for collecting data from

faculty of SRM University in Kattankulathur, Tamil Nadu. The sample size was 50 and descriptive research design was used for conducting the study. Factor analysis was used for ascertaining the strength of various factors. From the study, it was found that it was mainly the married women whose work life balance was severely distorted. The number of dependents was found to be inversely related to work life balance problem of married women.

K.S. Lakshmi and S.S. Gopinath. (2013). "*Work Life Balance of Women Employees-With Reference to Teaching Faculties."* Abhinav: International Monthly Refereed Journal of Research in Management & Technology, 2, 53-62.

According to a study conducted by Rogers, Hwang, Scott, Aiken, and Dinges (2004), patient safety is a significant concern when nurses' shift work exceeds 12 consecutive hours, includes significant overtime, or nurses work more than 40 hours per week. Logbooks completed by a total of 393 hospital staff nurses revealed approximately 40% of 5,317 shifts worked exceeded 12 hours. It is important to note that approximately 30% of originally scheduled shifts were 12 or more hours in duration, compared to the 40% that were actually worked.

In addition, long shifts exceeding 12 hours increased the likelihood of errors or near errors, which could compromise patient safety. This study reinforced findings from the 2004 Institute of Medicine Report titled, "Keeping Patients Safe; Transforming the Work Environment of Nurses" which revealed nurses' long work hours threaten the safety of patients.

Rogers, A., Hwang, W., Seott, L., Aiken, L. & Dinges, D. (2004). The working hours of hospital staff nurses and patient safety. *Health Affairs, 23,* 202-212.

IMPORTANCE OF THE STUDY

Women employed either in Government or Private Organization add a dimension to their challenge. For leading a healthy life, it is essential to schedule the hours of family and work life. When a woman is able to manage her personal and professional life she becomes more committed to her office work. As a result, she is able to achieve success in her career. Further, it will also help her in leading a healthy and peaceful life. So work—life balance remains a major issue for employed women in hospitals. In these circumstances, it is the responsibility of the especially the married nurses to identify the factors which brings work and family life conflicts so that they can schedule their activities in order to balance their family and professional life. In order to understand the work life balance issues and the various factors influencing the work life conflict, this study has been undertaken in Erode District.

OBJECTIVES

The present study is undertaken with the following objective:

- To identify the major factors which brings work-life balance among the married female nurses.

METHODOLOGY

The data required for the present study has been obtained from various sources such as loan databases of Government and Private Hospitals, Local Governmental bodies. Finally, 500 respondents of married female nurses were **selected** from various areas of Erode District. A well framed questionnaire is used to collect the information from the respondents in the study area**. A factorial model** has been applied to identify the major work life conflict factors by KMO Bartlett's Validity test and the Correlation Matrix. Then the Principal Component Analysis method has been applied to extract the major factors by Varimax rotation. The variables identified are the vital factors which can be concentrated more by the female nurses in order to avoid work-life conflicts and ensure balanced life.

Sampling Design

500 respondents were selected from the various six taluks of Erode District. Convenience Sampling Technique was adopted for the selection of sample respondents.

EXPLORATIVE FACTOR ANALYSIS

The primary objective of Explorative Factor Analysis (EFA) is to determine the number of factors influencing a set of measures and the strength of the relationship between each factor and each observed measure. To perform an EFA, first identify a set of variables wanted to analyze. SPSS examine the correlation matrix between those variables to identify those that tend to vary together. Each of these groups will be associated with a factor (although it is possible that a single variable could be part of several groups and several factors). And receive a set of factor loadings, which tells how strongly each variable is related to each factor and also allows calculating factor scores for each participant by multiplying the

response on each variable by the corresponding factor loading. Once identify the construct underlying a factor, may use the factor scores to tell how much of that construct is possessed by each participant. For this purpose, the following variables have been taken by the researcher for analyzing the work-life balance of married women nurses in the hospitals at Erode district.

ANALYSIS OF WORK-LIFE BALANCE OF MARRIED WOMEN NURSES

In order to fulfill the objective of the study, the researcher has framed the following important factors that determine work-life balance of married women nurses in the hospitals at Erode district is depicted in table 4.1.

TABLE 4.1

VARIABLES SPECIFICATION FOR ANALYSING WORK-LIFE BALANCE OF MARRIED WOMEN NURSES

S.No.	*Statements*
	WORK FACTORS
1	My present working environment suits me well in the hospitals.
2	I am satisfied with current compensation package I receive
3	I can ask for flexibility in changing a shift or start work later whenever I Need
4	I find me thinking about work instead of focusing on home / leisure Activities
5	I am paid extra amount for the extra time I work
6	I may be expelled out of the hospitals, If I fail to perform well
7	I trust that working hard leads to promotion in career
8	I am rewarded for the additional work I perform
9	I am paid the same, in spite of whatever work I do
10	The hospital organizations give me promotion based on my experience
11	Additional training helps me to learn more and develop more in the field of nursing
12	I am expected to attend work related calls during leave days also
13	I am expected to maintain the level of updation in nursing profession
14	I am able to cope with the patients and doctors in the hospitals.
15	I can avail training in the hospitals during regular working timers.
	LIFE FACTORS
16	I feel tired and depressed some times because of patients' behavior
17	I spend most of the time to my important personal activities
18	I can spend as much time as I wish with my loved ones
19	I have change in my eating habits due to the work stress in hospitals

20	I am able to get enough sleep, exercise and healthy food
21	I get diseases and take drugs and medicines to get de – stressed
22	I can attend all the important communal / family functions ins pate of work burden
23	I am able to go for religious worship whenever I need
24	I can fulfill the needs of my family without any extra effort
25	I get ample time to spend with my kids / loved ones.
26	I am able to attend all the religious functions promptly
27	I am able to look after my family as I wish
28	I get actively involved in religious faith groups for self-satisfaction and betterment
29	I undertake meditation and yoga practice to get relaxed from my work
30	I am able to do my hobbies as earlier

WORK LIFE BALANCE FACTORS
31. My hospital is committed to help the staff members to balance their work & personal Life
32. I am allowed to work from home in Normal working
33. I can share my job with my colleagues
34. I can work with flexible start / end timings
35. I am allowed to take Leave to care my family
36. I am allowed to take a break in career for engaging in studies
37. I am allowed to take leave for cultural / religious functions
38. I can take leave for the overtime work I have worked
39. I am able to avail leave in accordance with school holidays
40. I am allowed to leave work any time in case of family emergency
41. I have exclusive cell at the hospital to fulfill my domestic works like paying bills etc.,
42. The hospital provides facilities for yoga and meditation
43. The hospital gives counseling services for employees experiencing work / family stress and personal issues
44. My hospital gives health assistance programmes and basic medical services
45. My company has its own gym / gives allowances for gym membership
46. While relocated, the organization helps the whole family to adapt to the new environment
47. My organization provides transfer for employees to relocated to place of employee’s choice.

48. All employees, irrespective of gender, are treated the same way when applying WLB Policies of organization
49. Employees are encouraged to use WLB policies at this organization
50. In practice, it is made difficult by this organization to use the WLB practices

KMO SAMPLING ADEQUACY

The analysis and the result of the fitness of the test regarding factor analysis based on the KMO adequacy has been presented in Table 4.2.

TABLE 4.2

KMO AND BARTLETT'S TEST

KAISER-MEYER-OLKIN MEASURE OF SAMPLING ADEQUACY		**0.813**
BARTLETT'S TEST OF SPHERICITY	**Approx. chi-square**	**1.099**
	DF	**1225**
	Sig.	**0.000**

Table 4.2 depicts that the KMO results. If the value of this test stand very small or low, it reveals that the correlation among the variables is not satisfactory and factor analysis will not be suitable. But as apparent in table 4.3, the value is 0.813 which is not less than 0.5 and hence satisfactory. So, the factor analysis for the present study is effective and suitable.

RELIABILITY AND VALIDITY OF THE SCALE

The reliability and validity of the scale has been judged through two tests, such as Cronbach's Coefficient Alpha and Split half reliability.

Cronbach's Coefficient Alpha

This is the way to split data in possible way and compute the correlation coefficient for each and every split and it is the common measure to evaluate reliability. Cronbach's coefficient alpha will generally increase when the correlations between the items increase. For this reason, the coefficient is also called the internal consistency or internal consistency reliability of the test. The reliability of Cronbach's alpha is presented below.

TABLE 4.3

RELIABILITY STATISTICS

Case Processing Summary				*Reliability Statistics*	
		N	*%*	*Cronbach's Alpha*	*No of Items*
Cases	Valid	500	100.0	0.867	50
	Excluded	0	.0		
	Total	500	100.0		

a. List wise deletion based on all variables in the procedure.

It is understood from the table 4.3 that the interpreted value is coming to 0.867 which is good enough and indicates that the scale is reliable and can be used in future. Hence, the Cronbach's Alpha reliability test result concluded that all the variables scored 0.867 and it was more than acceptable range of 0.70 for analyzing the work-life balance of married women nurses in the hospitals at Erode district.

SPLIT HALF RELIABILITY

In this scale, all the fifty variables are divided into two halves and then correlated. There is high correlation between the halves. It shows that there is high internal consistency. The split half reliability has been exhibited as under.

TABLE 4.4

SPLIT HALF RELIABILITY

<table>
<tr><td rowspan="5">Cronbach's Alpha</td><td rowspan="2">Part 1</td><td>Value</td><td>.778</td></tr>
<tr><td>N of Items</td><td>25[a]</td></tr>
<tr><td rowspan="2">Part 2</td><td>Value</td><td>.796</td></tr>
<tr><td>N of Items</td><td>25[b]</td></tr>
<tr><td colspan="2">Total N of Items</td><td>50</td></tr>
<tr><td colspan="3">Correlation Between Forms</td><td>.622</td></tr>
<tr><td rowspan="2">Spearman-Brown Coefficient</td><td colspan="2">Equal Length</td><td>.767</td></tr>
<tr><td colspan="2">Unequal Length</td><td>.767</td></tr>
<tr><td colspan="3">Guttman Split-Half Coefficient</td><td>.765</td></tr>
<tr><td colspan="4">a. The items are: VAR00001, VAR00002, VAR00003, VAR00004, VAR00005, VAR00006, VAR00007, VAR00008, VAR00009, VAR00010, VAR00011, VAR00012, VAR00013, VAR00014, VAR00015, VAR00016, VAR00017, VAR00018, VAR00019, VAR00020, VAR00021, VAR00022, VAR00023, VAR00024, VAR00025.</td></tr>
<tr><td colspan="4">b. The items are: VAR00026, VAR00027, VAR00028, VAR00029, VAR00030, VAR00031, VAR00032, VAR00033, VAR00034, VAR00035, VAR00036, VAR00037, VAR00038, VAR00039, VAR00040, VAR00041, VAR00042, VAR00043, VAR00044, VAR00045, VAR00046, VAR00047, VAR00048, VAR00049, VAR00050.</td></tr>
</table>

It is inferred from table 4.4 that the values are acceptable for the first split 0.778 with the 25 items and the second split 0.796 with the 25 items and it seems that the scale is acceptable and suitable for further analysis.

EXTRACTION METHOD: PRINCIPAL COMPONENT ANALYSIS

It is necessary that the scale constructed and the components extracted should be able to explain the variance in the data. To analyze this variance, the Eigen values have been calculated which will explain the variance among the factors. A low Eigen value contributes very little to the explanation of variances in the set of variables being analyzed. The sum of Eigen values, as expected, is equal to the number of variables being analyzed. There are fifty variables that can be extracted and the results are presented as under.

TABLE 4.5

TOTAL VARIANCE EXPLAINED

Component	*Initial Eigen values*			*Extraction Sums of Squared Loadings*			*Rotation Sums of Squared Loadings*		
	Total	*% of Variance*	*Cumulative %*	*Total*	*% of Variance*	*Cumulative %*	*Total*	*% of Variance*	*Cumulative %*
1	10.226	20.452	20.452	10.226	20.452	20.452	5.637	11.274	11.274
2	3.433	6.867	27.318	3.433	6.867	27.318	3.325	6.650	17.925
3	2.863	5.726	33.044	2.863	5.726	33.044	3.129	6.258	24.183
4	2.473	4.946	37.990	2.473	4.946	37.990	2.747	5.495	29.678
5	1.707	3.413	41.404	1.707	3.413	41.404	2.733	5.466	35.144
6	1.670	3.339	44.743	1.670	3.339	44.743	2.197	4.394	39.538
7	1.509	3.018	47.761	1.509	3.018	47.761	1.824	3.648	43.187
8	1.442	2.883	50.644	1.442	2.883	50.644	1.817	3.634	46.821
9	1.350	2.699	53.344	1.350	2.699	53.344	1.802	3.603	50.424
10	1.336	2.672	56.016	1.336	2.672	56.016	1.695	3.391	53.815
11	1.257	2.513	58.529	1.257	2.513	58.529	1.677	3.354	57.169
12	1.158	2.317	60.845	1.158	2.317	60.845	1.501	3.002	60.171

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.226	20.452	20.452	10.226	20.452	20.452	5.637	11.274	11.274
2	3.433	6.867	27.318	3.433	6.867	27.318	3.325	6.650	17.925
3	2.863	5.726	33.044	2.863	5.726	33.044	3.129	6.258	24.183
13	1.132	2.265	63.110	1.132	2.265	63.110	1.359	2.719	62.889
14	1.077	2.154	65.264	1.077	2.154	65.264	1.187	2.374	65.264
15	.966	1.932	67.195						
16	.942	1.884	69.080						
17	.871	1.742	70.821						
18	.851	1.702	72.524						
19	.829	1.657	74.181						
20	.793	1.585	75.767						
21	.744	1.488	77.254						
22	.725	1.449	78.703						
23	.673	1.346	80.049						
24	.647	1.295	81.344						
25	.637	1.274	82.618						
26	.617	1.233	83.851						
27	.567	1.133	84.984						
28	.560	1.120	86.104						

Component	*Initial Eigen values*			*Extraction Sums of Squared Loadings*			*Rotation Sums of Squared Loadings*		
	Total	*% of Variance*	*Cumulative %*	*Total*	*% of Variance*	*Cumulative %*	*Total*	*% of Variance*	*Cumulative %*
1	10.226	20.452	20.452	10.226	20.452	20.452	5.637	11.274	11.274
2	3.433	6.867	27.318	3.433	6.867	27.318	3.325	6.650	17.925
3	2.863	5.726	33.044	2.863	5.726	33.044	3.129	6.258	24.183
29	.537	1.075	87.179						
30	.518	1.037	88.216						
31	.471	.941	89.157						
32	.450	.900	90.057						
33	.438	.875	90.933						
34	.413	.826	91.758						
35	.393	.786	92.544						
36	.362	.723	93.267						
37	.360	.720	93.987						
38	.321	.642	94.630						
39	.302	.603	95.233						
40	.288	.576	95.809						
41	.278	.555	96.365						
42	.264	.528	96.893						
43	.255	.510	97.403						
44	.235	.470	97.872						
45	.209	.419	98.291						

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.226	20.452	20.452	10.226	20.452	20.452	5.637	11.274	11.274
2	3.433	6.867	27.318	3.433	6.867	27.318	3.325	6.650	17.925
3	2.863	5.726	33.044	2.863	5.726	33.044	3.129	6.258	24.183
46	.208	.416	98.707						
47	.186	.371	99.079						
48	.174	.348	99.427						
49	.158	.315	99.742						
50	.129	.258	100.000						

Extraction Method: Principal Component Analysis.

Table 4.5 explains that though there are 50 variables that can be extracted, but only fourteen variables can be extracted which have Eigen value more than one. By retaining only those variables with Eigen values greater than one, it can be inferred that 20.452 percent of variance is explained by factor 1 and 6.867 percent of variance is explained by factor 2 and 5.726 percent of variance is explained by factor 3 and 4.946 percent of variance is explained by factor 4 and 3.413 percent of variance is explained by factor 5 and 3.339 percent of variance is explained by factor 6 and 3.018 percent of variance is explained by factor 7 and 2.883 percent of variance is explained by factor 8 and 2.699 percent of variance is explained by factor 9 and 2.672 percent of variance is explained by factor 10 and 2.513 percent of variance is explained by factor 11 and 2.317 percent of variance is explained by factor 12 and 2.265 percent of variance is explained by factor 13 and 2.154 percent of variance is explained by factor 14. Thus, all the fourteen variables put together explain the variance to the extent of 65.264 percent.

Extraction sum of squared loadings is also used for measuring the important factors determining the work-life balance of married women nurses in the hospitals at Erode district. Table 4.7 also indicates that the total of 65.264 percent variance, all are not uniformly distributed across all the factors, since it is evident that only the first component accounts for 20.452 percent variance.

ROTATED COMPONENT MATRIX

Varimax rotation (Rotated Component Matrix) was applied for all the 50 variables. However, the factor loading of all the fifty variables were clubbed into fourteen factors which have been exhibited as under.

TABLE No. 4.6

Factors	Variables No.	Variables	Factor Loadings
1 Conducive work environment	VAR00034	I can work with flexible start / end timings	.725
	VAR00019	I have change in my eating habits due to the work stress in hospitals	.701
	VAR00014	I am able to cope with the patients and doctors in the hospitals	.664
	VAR00037	I am allowed to take leave for cultural / religious functions	.644
	VAR00026	I am able to attend all the religious functions promptly	.624
	VAR00030	I am able to do my hobbies as earlier	.619
	VAR00038	I can take leave for the extra over time work I have worked	.619
2 Rewards & Promotions	VAR00006	I may be expelled out of the hospitals, If I fail to perform well	.774
	VAR00008	I am rewarded for the additional work I perform	.717
	VAR00007	I trust that working hard leads to promotion in career	.706
	VAR00005	I am paid extra amount for the extra time I work	.678
	VAR00004	I find me thinking about work instead of focusing on home / leisure Activities	.653
3 Work Flexibility	VAR00032	I am allowed to work from home in Normal working	.626
	VAR00036.	I am allowed to take a break in career for engaging in studies	.606
4 Organisational Support in Work life Balance	VAR00021	I don't take drugs and medicines to get de – stressed	.695
	VAR00031	My hospital is committed to help the staff members to balance their work & personal Life	.676
5 Job sharing &Availability of time	VAR00033	I can share my job with my colleagues	.727
	VAR00025	I get ample time to spend with my kids / loved ones.	.614
6 Capacity to fulfill needs	VAR00024	I can fulfill the needs of my family without any extra effort	.732
	VAR00016	I feel tired and depressed some times because of patients' behavior	.649
7 Counseling Services	VAR00043	The hospital gives counseling services for employees experiencing work / family stress and personal issues	.885 .857

	VAR00050	In practice, it is made difficult by this organization to use the WLB practices	
8 Consideration in case of emergencies	VAR00040	I am allowed to leave work any time in case of family emergency	**.784**
9 Support for family Relocation & Health Assistance	VAR00044	My hospital gives health assistance Programmes and basic medical services	.764
	VAR00049	Employees are encouraged to use WLB policies at this organization	.652
	VAR00046	While relocated, the organization helps the whole family to adapt to the new environment	.616
10 Good Compensation	VAR00002	I am satisfied with current compensation package I receive	.734
11 Level of updation	VAR00013	I am expected to maintain the level of up dation in nursing profession	.737
12 Good sleep & Healthy practices	VAR00020	I am able to get enough sleep, exercise and healthy food	638
13 Fair Treatment	VAR00048	All employees, irrespective of gender, are treated the same way when applying WLB Policies of organization	.747
14 Transfer at employee's choice	VAR00047	My organization provides transfer for employees to relocate the place of employee's choice	.746

It is evident from Table-4.6 that the variables were grouped together and the major fourteen factors have been extracted and named as Conducive work environment, Rewards & Promotions, Work Flexibility, Organizational Support in Work Life Balance, Job sharing & Availability of time, Capacity to fulfill needs, Counseling services as the first seven factors extracted respectively which determine the work life balance of employees**.** Consideration in case of emergencies, Support for family Relocation & Health Assistance, Good Compensation, Level of updation, Good sleep & Healthy practices, Fair Treatment and Transfer at employee's choice are the next seven factors which determines work life balance of employees.

FINDINGS & SUGGESTIONS

Based on the findings, the following suggestions have been made

1. The management of hospitals can show a concern to the nurses in case of emergencies.
2. Nurses can plan their family work in advance so that the conflicts of work and family can be avoided.
3. Leave can be sanctioned to workers on a scheduled basis so that personal commitments can be fulfilled.

CONCLUSION

Career women are challenged by work and family commitment at the end of each day especially for nurses. Majority of women are working through-out the week and more than 53 % are struggling to achieve work-life balance. So it is very important for the nurses to identify the major factors which brings the work life conflict in order to lead a balanced life.

This article highlights upon the factors which brings the conflict among the nurses in their family and work life so that the people can concentrate on these factors in order to avoid such issues.

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