



ANALYZING THE EFFECTIVENESS OF WORK LIFE HARMONY AMONG NURSES WITH A CONSIDERATION OF MARITAL STATUS AND NATURE OF FAMILY AS A INDEPENDENT FACTOR.

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ABSTRACT:

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The term 'work-life balance' describe the stability between responsibilities at work and responsibilities outside work; having a work-life balance means that this stability is in the right position for the individual concerned. The article has pointed out that the managerial implication was to recommend to the authorities of hospital administration to understand the work life harmony among nurses working in their hospital. Work Life harmony demands equilibrium between person's job and personal life. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. This article has attempted to find out the impact of Marital status and nature of family on the effectiveiness of work life harmony among nurse working in the hospital at pudukkottai distict. There are 300 hospital nursing personal were met respective working hospitals situated in the Urban area of Pudukkottai District. The statistical technique such as, Independent sample T test was used to know the effect of subject factors such as,prevailing work life harmony and effectiveness of work life balance with two independent factorts such as marital stuats and nature of family of nurses consider as a independent factor.

KEYWORDS: Independent sample T test – Work Life Harmony – Nursing personal – Significant level.

INTRODUCTION

Employees who are able to balance their work, family and life commitments have been shown to be happier in their job and are more likely to stay and work towards a rewarding and productive career. Staff leaves an organisation for many reasons, including career advancement, better job opportunities and retirement. These departures may be difficult to prevent. However, another key reason staff – and in particular women - leave their job is to find a better work life balance. Changes to the family situation tends most often to impact upon women and results in increasing difficulty in managing a balance between work and family responsibilities.

Work Life Balance: Work-life balance has been defined as “a satisfying, healthy, and productive life that includes work, play; that integrates a range of life activities with attention to self and to personal and spiritual development; and that expresses a person’s unique wishes, interest and values. It

contrasts with the imbalance of a life dominated by work, focused on satisfying external requirements at the expense of inner development, and in conflict with a person's true desires." While the definition of work-life balance has embraced play besides love and work, much of the previous literature on work-life balance has focused on the work-family interface. Additionally, both poles of the balance-work and life/family-are contested concepts. The term 'life' seems to equate to 'non-paid-work', an expansive grouping that can include such categories as family, friends, pets, leisure, recreation, unpaid home activity, caring for children, and love-motivated activities

Methodology: This is descriptive study to analyze the effect of personal factor of respondent on their work life harmony among hospital nursing personal. This article analyse the hospital nursing personal opinon over prevailing work life harmony as well as the effectiveness and success of work life balance by their subject factors such as, nature of family and marital stauts. The research study was conducted in the Pudukkottai District of Tamil Nadu. There are 300 hospital nursing personal were met respective working hospitals situvated in the Urban area of Pudukkottai District. The Independent sample t test was conducted to know the effect of nurses nature of family and their marital status on work life harmony.

OBJECTIVE:

1. To know the impact of nurses family type and Marital status on work life harmony and
2. To analyses the effective and successful work life balance with a independent factor of nurses family type and Marital status

RESULTS AND DISCUSSION:

1. Independent Sample T test for Nature of Family Vs Overall rating of Prevailing work life harmony

Table No. 1. Group Statistics

Dependent Factor	Family Type	N	Mean	Std. Deviation	Std. Error
					Mean
Work life harmony	Nuclear Family	159	2.35	1.119	.089
	Joint Family	141	2.18	.891	.075

Table No. 2. Independent Samples Test

Work life harmony	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
Equal variances assumed	16.512	.000	1.371	298	.171	.162
Equal variances not assumed			1.389	294.685	.166	.162

The above table shows the opinion of nursing people who are living in nuclear family and Joint family regarding overall rating of prevailing Work life harmony in the hospital. To check whether or not Joint and nuclear family respondent are differed significantly in terms of their mean ratings on this five point scale opinion. On the five point scale, nuclear family people gave a mean rating of approximately 2.35, whereas joint family people gave a mean rating of approximately 2.18.

Hypotheses

H₀: There is no differences between Mean score of the overall rating of Prevailing work life harmony of Nuclear and joint family people.

Ha: There is a differences between Mean score of the overall rating of Prevailing work life harmony of Nuclear and joint family people.

The result of test statistics shows the F value 16.512, the p value of .000 indicates that the null hypothesis of equal variances for the two groups can be rejected at the customary significance level of .05. The p value implies that the odds are 2 to 3there is significant relationship that themean satisfaction score of joint family respondent and nuclear family respondents are the same for the two family type. there is significant relationship that the mean satisfaction score of joint family respondent and nuclear family respondents are the same for the two family type. there is significant relationship that the mean satisfaction score of joint family respondent and nuclear family respondents are the same for the two family type. that a difference of magnitude of .162 (2.35-2.18) could be occurred from chance. At the $\alpha = 0.05$ level of significance, there is enough evidence to conclude that the mean satisfaction score of Male and female are the same for the two areas.

2. Independent Sample T test between marital status of the respondent Vs Overall rating of work life harmony

Table No.3 Group Statistics

Dependent factor	Marital Status	N	Mean	Std. Deviation	Std. Error Mean
Work life harmony	Married	101	2.21	1.033	.103
	Unmarried	199	2.30	1.015	.072

Table No.4 Independent Samples Test

Work life harmony	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
Equal variances assumed	.053	.818		298	.454	-.094
Equal variances not assumed			-.746	198.030	.456	-.094

The above table shows the opinion of nursing people with their marital status, Married and unmarried regarding overall rating of prevailing work-life harmony in the hospital.. To check whether or not Married and unmarried respondent are differed significantly in terms of their mean ratings on this five point scale opinion. On the five point scale, married people gave a mean rating of approximately 2.21, whereas unmarried people gave a mean rating of approximately 2.30.

Hypotheses

H₀: There is no differences between Mean score of the overall rating of Prevailing work-life harmony in the hospital .

Ha: There is a differences between Mean score of the overall rating of Prevailing work-life harmony in the hospital

The result of test statistics shows the F value .053, the p value of .818indicates that the null hypothesis of equal variances for the two groups can be not rejected at the customary significance level of .05. The p value implies that the odds are 2 to 3there is insignificant relationship that the mean satisfaction score of Married respondent and unmarried respondents are not the same for the two type of people. That a difference of magnitude of -.094 (2.21-2.30) could be occurred from chance. At the $\alpha =$

0.05 level of significance, there is enough evidence to conclude that the mean satisfaction score of Married and unmarried people are not same for the two areas.

3. Independent Sample T test Type of FamilyVs Overall rating of Employees have good work-life balance in the hospital will be more effective and successful

Table No. 4. Group Statistics

Employees have good work-life balance in the hospital will be more effective and successful	Family Type	N	Mean	Std. Deviation	Std. Error Mean
	Nuclear Family	159	1.95	.863	.068
	Joint Family	141	1.92	.972	.082

Table No. 5 Independent Samples Test

Employees have good work-life balance in the hospital will be more effective and successful	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
	Equal variances assumed	.059	.809		298	.794
Equal variances not assumed			.260	282.050	.795	.028

The above table shows the opinion of nursing people who are living in nuclear family and Joint family regarding overall rating Employees have good work-life balance in the hospital will be more effective and successful. To check whether or not Joint and nuclear family respondent are differed significantly in terms of their mean ratings on this five point scale opinion. On the five point scale, nuclear family people gave a mean rating of approximately 1.95, whereas joint family people gave a mean rating of approximately 1.92.

HYPOTHESES

H₀: There is no differences between Mean score of the overall rating of Employees have good work-life balance in the hospital will be more effective and successful of Nuclear and joint family people.

H_a: There is a differences between Mean score of the overall rating of Employees have good work-life balance in the hospital will be more effective and successful of Nuclear and joint family people.

The result of test statistics shows the F value .059, the p value of .809 indicates that the null hypothesis of equal variances for the two groups can be not rejected at the customary significance level of .05. The p value implies that the odds are 1 to 2 there is insignificant relationship that the mean satisfaction score of joint family respondent and nuclear family respondents are not the same for the two family type. there is insignificant relationship that the mean satisfaction score of joint family respondent and nuclear family respondents are the same for the two family type. That a difference of magnitude of .028 (1.95-1.92) could be occurred from chance. At the $\alpha = 0.05$ level of significance, there is enough evidence to conclude that the mean satisfaction score of joint family and nuclear family type of people are not same for the two areas.

4. Independent Sample T test between marital status of the respondentVs Overall rating of Employees have good work-life balance in the hospital will be more effective and successful

Table No.8. Group Statistics

Employees have good work-life balance in the hospital will be more effective and successful	Marital Status	N	Mean	Std. Deviation	Std. Error Mean
	Married	101	1.86	.959	.095
	Unmarried	199	1.97	.890	.063

Table No. 9. Independent Sample Test

Employees have good work-life balance in the hospital will be more effective and successful	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
Equal variances assumed	1.109	.293		298	.310	-.113
Equal variances not assumed			-.992	188.296	.323	-.113

The above table shows the opinion of nursing people with their marital status, Married and unmarried regarding overall rating Employees have good work-life balance in the hospital will be more effective and successful. To check whether or not Married and unmarried respondent are differed significantly in terms of their mean ratings on this five point scale opinion. On the five point scale, married people gave a mean rating of approximately 1.86, whereas unmarried people gave a mean rating of approximately 1.97.

Hypotheses

H₀: There is no differences between Mean score of the overall rating of Employees have good work-life balance in the hospital will be more effective and successful of married and Unmarried people.

H_a: There is a differences between Mean score of the overall rating of Employees have good work-life balance in the hospital will be more effective and successful of married and unmarried people.

The result of test statistics shows the F value 1.109, the p value of .293 indicates that the null hypothesis of equal variances for the two groups can be not rejected at the customary significance level of .05. The p value implies that the odds are 1 to 2 there is insignificant relationship that the mean satisfaction score of Married respondent and unmarried respondents are not the same for the two type of people. That a difference of magnitude of -.113 (1.86-1.97) could be occurred from chance. At the $\alpha = 0.05$ level of significance, there is enough evidence to conclude that the mean satisfaction score of Married and unmarried people are not same for the two areas.

CONCLUSION:

The article has pointed out that the managerial implication was to recommend to the authorities of hospital administration to understand the prevailing work life harmony among nurses working in their hospital periodically. Work Life harmony demands equilibrium between person's job and personal life. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. There is confirmation of the fact that people entering the workforce today are laying emphasis on the importance of work-life

balance more than their predecessors. The needs to study inter- linkages become all the more important with the increasing number of women entering the formal labour market.

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