



## PROBLEMS AND CHALLENGES OF FEMALE NURSES: A CASE STUDY OF BIDAR CITY, KARNATAKA

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### ABSTRACT:

*Nursing is noble profession to serve patients with humanity and care. Female nurses are playing significant role in healthcare sector by caring the patients. Though, their profession is much significant in society, still they are facing various problems and challenges. The present study is aimed to explore the problems and challenges faced by female nurses in Bidar city, the present study has been made. Total 125 female nurses working both in Government and Private Hospitals have been surveyed using questionnaire in English and Kannada. The collected primary data is analysed, interpreted and discussed. It is found that, the female nurses are facing problems of longer working hours including night shifts, lower salaries and consequent family problems. Hence, it is suggested to regulate and control private hospitals so that, female nurses can get higher salaries and limited working hours.*



**KEYWORDS:** Female Nurses, Problems of Nurses, Bidar..

### INTRODUCTION:

Nursing services are considered one of the most important elements of the success of the health care process, and the nursing profession is the backbone of health activity in health care institutions due to its clear and tangible impact on the health services provided, as nursing represents the largest professional group working in health care organizations (Sabra, et al, 2022).

Nurses are one of the most diverse and largest workforces in the health care system. The word "nurse" originated from Latin word "Nutricious" which means someone who nourishes, fosters and protects. The role of nurses in the health care system is expanding and changing. The nurses are one of the strongest pillars of the health care delivery system in providing safe, affordable and quality services to the people. Mortality, morbidity and disability reduction, health promotion through healthy lifestyles are positive health outcomes in which nurses have a pivotal role. They play a major role in maintaining health status and also in achieving the health-related targets of the country. The various cadres in the health system make nurses an important health workforce from the community to higher levels in the health care delivery system (D'Souza and Battur, 2020).

Nurses form the backbone of any medical services in the health sector. But in India, nurses are highly exploited. They lack respect and dignity at workplace and more importantly pays extremely low wages associated with less secure jobs. This situation is more so in corporate hospitals. Despite shortage of nurses and other Para medical staff s corporate health sector following a totally unscientific

method of recruitment which keeps majority of aspirants disillusioned because of reducing too much subordinated contract labour status with extremely low wages and exploitative work environment (Pradhan, 2018).

Though nursing is noble profession to serve patients with care and humanity, the female nurses are facing various types of problems and challenges. Few of the problems faced by nurses as stated by Verma and Srivastava (2018), Shortage of staff in hospitals due to which there is work overload, lack of and work and professional recognition, lack of autonomy, social and family challenges, ethical issues such as exploitation, lack of respect, harassment, lack of career growth opportunities, financial issues especially lower salary and so on.

From the above discussion, it is clear that, the female nurses are facing many of the problems and challenges in various countries including India. Hence, the present study is an attempt to analyse the problems and challenges faced by female nurses working in Government and Private Hospitals of Bidar city of Karnataka.

### **Aims and Objectives:**

#### **The present study is made:**

- ❖ To study the age group and salary income of the female nurses working in both Government and Private Hospitals of Bidar city.
- ❖ To analyse the working conditions of female nurses in Bidar city.
- ❖ To know whether the female nurses are getting satisfactory status and respect in their families and society.
- ❖ To study the problems and challenges faced by female nurses at their workplaces as well as in their families.

### **Methodology and Limitations of the Study:**

The present study is conducted in Bidar city and the researcher has personally visited various major private hospitals, District Civil Hospital, Primary Health Centres and Community Health Centres in the city. Total 125 married female nurses were selected for the present study, of which, 38 are working as permanent nurses in Government hospitals and 87 female nurses are working in private hospitals. The research tool used to collected was questionnaire designed both in English and Kannada so that, they can understand the questions easily. Even there were discussions with these nurses and observation of their workplaces has also been made by the authors. The collected primary data is analysed and discussed as under.

### **Analysis, Interpretation and Discussion:**

The primary data collected from total 125 female nurses is analysed, interpreted and discussed as under.

#### **1. Age Group of Female Nurses:**

Age reveals the knowledge of the female nurses. In other words, nurses are health care professionals and apart from their education in nursing, their professional experience helps to learn more and gain more knowledge in their profession to care the patients in various hospitals. In this context, the age group of the female nurses has been collected and shown as under.

**Table No. 1. Age Group of Female Nurses**

Particulars	No. of Female Nurses	Percentage
Less than 30 Years	27	21.6
31 to 40 Years	39	31.2
41 to 50 Years	32	25.6
51 to 60 Years	24	19.2
More than 60 Years	03	2.4
Total	125	100

When the age group of female nurses is analysed, it is found that, middle age group that is between 31 years to 50 years are more in number representing total 56.8% of all the female nurses. Only one-fifth of the female nurse are young that is of less than 30 years and even though, a few of the nurses have attained the retirement age, still they are working in few of the private hospitals.

**2. Monthly Salary Income:**

It is observed that, the female nurses working in Government as permanent employees are getting fair salary. On the other hand, female nurses appointed on contract basis in government hospitals and female nurses in private hospitals are getting lower salaries. In this respect, the collected primary data on monthly salary income of the female nurses is tabulated as under.

**Table No. 2. Monthly Salary Income**

Particulars	No. of Female Nurses	Percentage
Less than Rs. 15000	47	37.6
Rs. 15000 to Rs. 30000	41	32.8
Rs. 30001 to Rs. 50000	29	23.2
More than Rs. 50000	08	6.4
Total	125	100

It is highlighted that, only some (29.6%) of female nurses are working in Government hospitals and getting more salary per month that is more than Rs. 30000 per month and majority (70.4%) are working in private hospitals and are getting lower salary up to Rs. 30000 per month.

**3. Working Hours:**

The hospitals are working for 24 hours every day and as such, it is essential for the female nurses to work for day and night depending on their assigned duties. In case of private hospitals, it is found that, the working hours are more and there are also duties of night shifts. In Government hospitals, though working hours are fixed, still the female nurses have to work in shifts including night shifts. The working hours of female nurses in hospitals is disclosed as under.

**Table No. 3. Working Hours**

Particulars	No. of Female Nurses	Percentage
Less than 06 Hours	15	12.0
07 to 09 Hours	89	71.2
10 to 12 Hours	21	16.8
More than 12 Hours	--	--
Total	125	100

Surprisingly, it is highlighted that, a great majority of all the female nurses are working for more hours. Even though, ideal working hours should be between 07 hours, still majority of them are working for more than 07 hours. In Government hospitals also, due to shortage of adequate nursing

staff, many of the female nurses are working for more hours. It shows that, occupational stress and fatigue among female nurses.

**4. Status and Respect in Family and Society:**

Though nursing is noble profession to care and save life of people, still some of the people are inferior about the female nurses. In hospitals, few of the patients will exploit and harass female nurses also. The private sector employers (hospitals) are discriminatory and exploit the female nurses by fixing longer hours, higher workload, night shifts and lower salaries. Consequently, though female nurses are caring and serving the human community, still their status and respect is poor. The collected primary data on the status and respect of female nurses in their families and society is presented in the following table.

**Table No. 4. Status and Respect in Family and Society**

Particulars	No. of Female Nurses	Percentage
Higher & Noble	17	13.6
Very Good	21	16.8
Satisfactory	33	26.4
Poor	31	24.8
Neglected	23	18.4
Total	125	100

Though majority of the female nurses have stated that, they are getting higher and noble (13.6%) status, very good status and respect (16.8%) and satisfactory status and respect (26.4%), still it is found that, more than one-third of them have poor status (24.8%) or even neglected (18.4%) in their families and society. It shows that, female nurses to some extent have poor and neglected status.

**5. Recognition at Workplace:**

To work efficiently with interest, it is essential that, every employee should expect that her or his work should be recognized by the employers and the consumers. Here, it is essential on the part of the hospitals and patients to recognize and appreciate the work of female nurses. Such recognition is encouragement to female nurses. The recognition of the female nurses’ work at hospitals is depicted in the following table.

**Table No. 5. Recognition at Workplace**

Particulars	No. of Female Nurses	Percentage
Higher	56	44.8
Fair	27	21.6
Poor	31	24.8
Neglected	11	8.8
Total	125	100

It is found that, nearly half of the female nurses (44.8%) are getting higher recognition at their work places and some (21.6%) are getting fair recognition to their work at their workplaces. On the other hand, one-fourth (24.8%) of the female nurses are getting poor recognition at their hospitals for their work and few (8.8%) are neglected at their work places.

**6. Family Problems:**

Due to their dual work, at their hospitals as well as at their households, the female nurses are facing problems of role conflict. As such, they are facing various problems and challenges at their households and families. The problems faced by female nurses in their families are as under.

**Table No. 6. Family Problems**

Particulars	No. of Female Nurses	Percentage
Domestic Violence	23	18.4
Frequent Quarrels & Differences of Opinions	31	24.8
Verbal Abuse & Psychological Depression	15	12.0
Lack of Care by Family Members	13	10.4
Any Other	07	5.6
None	65	52.0

Note: The total number of female nurses is not taken into consideration as some of the female nurses are facing more than one or many types of problems in their families.

It is revealed that, some of the female nurses are facing more than one type of many types of family problems. Particularly, one-fourth (24.8%) of all nurses are facing frequent quarrels and differences of opinions with their husbands or family members, some (18.4%) are facing domestic violence in their families, few (12.0%) are facing verbal abuse and psychological depression and another few (10.4%) are not cared by their own family members. Even a few (5.6%) are facing other family problems. Still, majority (52.0%) of all the female nurses are not facing any of the family problems. At the time of survey, few of the female nurses have opined that, due to their night shift duties, they are facing different types of family problems.

#### SUGGESTIONS FROM THE STUDY:

Following suggestions are made from the present study.

- It is suggested to fix the working hours of female nurses between 6 to 7 hours daily with compulsory leave for at least one day or one and half day in a week.
- It is suggested to the Government to control and regulate the private hospitals so that, private hospitals recruit sufficient nursing staff and provide adequate facilities such as rest rooms for female nursing staff, salary as per the Government norms, ideal working hours and so on.
- It is suggested to the families of the female nurses to cooperate and help the female nurses in their household and family works and avoid differences of opinions with them.

#### CONCLUSION:

The work of female nurses is noble and they are essential for maintaining healthcare of the masses. Hence, it is essential for the hospitals to recognize their work. There is need to reduce working hours or flexible working hours with fair salary for the female nurses, so that, they work efficiently and serve patients with dedication. It is needed on the part of people and society to encourage, honour and appreciate work of female nurses to serve the patients better. Catering to the needs of nurses and combating their challenges can make nurses empowered, encouraged, challenged and affirmed to continue doing what they do best without any barriers.

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