ABSTRACT

In the recent times, the issue of work-life balance has gained more attention due to the reason that an individual's work life and personal life may present conflicting demands on one another while the demands from both the spheres are equally important. Work-life balance refers to maintaining the balance between performing roles and responsibilities at work and at home. Work-life balance is one of the most challenging issues being faced by the women employees in the 21st century. This problem is more for women employees because of the type of roles they play at home as well as in the office. The intent of the study was to find out the work-life balance of women employees with special reference to RIMS Hospital Erattupetta. The objective of this study was to find out the factors that influences the work-life balance of women employees in RIMS Hospital. Apart from it, another significant objective is to find out the initiatives taken by the organisation for effective work-life balance among women employees and their attitude towards the policies of work-life balance implemented in the organisation. For this study women employees working in various designations like nurses, administrative staff and others were selected through random sampling. Hundred women employees were taken as sample. Both primary and secondary data were used for the study. The data were collected through a structured questionnaire and unstructured interview and they were analyzed with the help of percentage analysis, one way ANOVA and independent sample t test. From the study it was found that most of the women employees are not able to balance their professional life and personal life. The organisation wants to create a supportive environment to the women employees for balancing work and life. The study concluded that, ensuring a strong work-life balance is the joint responsibility of the employer as well as the employees and this will bring fruitful results to organization as well as to the employees.

Key words: Work-Life Balance, women employees

INTRODUCTION

Women of the early centuries were mostly confined to their kitchens, farms or shop works. Very few women had the access to higher education and they were forced to be at the mercy of their parents’ or husbands’ attitude towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength the women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for women as they have to perform a lot of duties in home and office as well. In today’s scenario the working atmosphere for women is changing at incredible pace due to various innovations and changing family patterns. Finding a suitable balance between work and daily living is a challenge that all women employees face. Work-Life Balance has emerged as a hot topic in recent years—fuelled in part by changing trends in women’s social roles. Work-life balance means to create poise between work and life. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It emphasizes the values, attitudes and beliefs of women regarding work in organising and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed, productive and succeeds in her career.
STATEMENT OF THE PROBLEM
Raihan Institute of Medical Sciences (RIMS) is a 250 bedded Multi – Super Speciality Hospital in Erattupetta, Kottayam District. RIMS combine medical expertise and technology, providing a global output to redefine health care delivery system in Mid Travancore. Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside work. The purpose of this study is to figure out the balance between the working atmosphere and personal life of women employees in RIMS Hospital Erattupetta. Hence the problem is stated as “Work-Life Balance of women employees with special reference to RIMS Hospital Erattupetta”.

OBJECTIVES OF THE STUDY
1. To identify the major factors that influences the work-life balance of women employees in RIMS Hospital.
2. To identify the initiatives taken by the organisation for effective work-life balance among women employees.
3. To assess the attitude of women employees towards the policies of work-life balance implemented in the organization.

HYPOTHESIS OF THE STUDY
Hypothesis 1:
H₀: There is no significant relationship between age and work-life balance of women employees.
H₁: There is a significant relationship between age and work-life balance of women employees.

Hypothesis 2:
H₀: There is no significant relationship between the age of children and work-life balance of women employees.
H₁: There is a significant relationship between the age of children and work-life balance of women employees.

Hypothesis 3:
H₀: There is no significant relationship between the number of members in the family and work-life balance of women employees.
H₁: There is a significant relationship between the number of members in the family and work-life balance of women employees.

Hypothesis 4:
H₀: There is no significant relationship between the marital status and work-life balance of women employees.
H₁: There is a significant relationship between the marital status and work-life balance of women employees.

METHODOLOGY
Data were collected mainly from two sources i.e., the primary and the secondary sources. The primary data was collected with the help of questionnaire and interview method. Hundred respondents are selected from one hundred and fifty employees using random sampling method. A structured questionnaire was used to collect data from administrative staffs, nurses and others include last grade employees. The interview method was mainly used to collect data from Nurse Superintendents and HR managers. The secondary data were collected from books, magazines, web sites, going through the records of the organisation, etc.

TOOLS FOR DATA ANALYSIS AND INTERPRETATION
The primary data collected from the respondents are analyzed using statistical tools. The data of analysis were collected from 100 respondents who are the employees of Raihan Institute of Medical Sciences Erattupetta. The following tools were used for analyzing and interpreting the data with the help of SPSS.
1. Percentage method
2. One way ANOVA Analysis
3. Independent Sample t Test

The analyzed data were presented using tables, figures and crosstabs.

RESULTS/FINDINGS

<table>
<thead>
<tr>
<th>No</th>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>No Opinion</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I work late hours at office every day</td>
<td>13</td>
<td>32</td>
<td>19</td>
<td>-</td>
<td>36</td>
</tr>
<tr>
<td>2</td>
<td>I get additional monetary benefit for my extra work</td>
<td>-</td>
<td>8</td>
<td>12</td>
<td>64</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>I feel stressed about the amount of time I spend at work</td>
<td>8</td>
<td>40</td>
<td>14</td>
<td>33</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>I get leisure time during the work</td>
<td>-</td>
<td>4</td>
<td>11</td>
<td>50</td>
<td>35</td>
</tr>
<tr>
<td>5</td>
<td>I feel tired or depressed because of work</td>
<td>7</td>
<td>42</td>
<td>19</td>
<td>18</td>
<td>14</td>
</tr>
<tr>
<td>6</td>
<td>I think I do not get enough time for myself</td>
<td>-</td>
<td>23</td>
<td>21</td>
<td>46</td>
<td>10</td>
</tr>
<tr>
<td>7</td>
<td>I miss out on quality time with my family and friends because of work pressure</td>
<td>-</td>
<td>52</td>
<td>18</td>
<td>20</td>
<td>10</td>
</tr>
</tbody>
</table>
According to the study conducted in RIMS Hospital, the following suggestions should be put forward:

1. **FOR THE ORGANISATION**
   - Working hours should not exceed 8 hours in hospitals for women employees. There should be rotation of staff for every 8 hours. Whenever time spent is more than 8 hours, the efficiency of the staff will be affected especially in nursing staff who deal with patients are expected to give best services.
The nature of job in the hospital is very complex in nature and it is difficult to get time to attend social functions. However this cannot be ground for excuse. For this purpose hospital authorities should understand the importance of this and accordingly by making some alternative arrangements, the staff should be allowed to attend the social functions, otherwise this section of the society will be sidelined from the society.

- The organisation wants to provide stress relief programmes to the employees.
- It is suggested to give leisure time or free time to the employees to relax if it is possible.
- Recognition and reward for better service is an inevitable factor. Those staff whose performance exceeds standard prescribed, should be recognized and rewarded accordingly. This will motivate others to perform and contribute for the hospitals.

2. FOR THE EMPLOYEES

- Try to avoid worrying about work when not at work place. This worry will increase the family tension when the employees are at their home.
- It is reality that now a days because of work pressure and other family responsibilities it is very difficult to give time for self. However, it is not impossible to manage. Now in this regard the women employees should plan their daily routine in such a way that, they can manage sometime for themselves. If possible weekend outings should be planned with family or friends whenever possible.

CONCLUSION

Women constitute an important section of the workforce. However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs increased rapidly. The problems faced are several but significantly, most often the break in their careers arises out of motherhood and family responsibilities. It is very necessary for the organizations to acknowledge women employees by providing more appropriate work-life balance measures for them. Striking a healthy work-life balance is imperative for all the employees irrespective of the industry to which they belong.

Achieving a good balance between work and family commitments is a growing concern for both women and organizations. There is now mounting evidence linking work-life imbalance to reduced health and wellbeing among individuals and families. For making a balance between work and life the organisational stakeholders make a decision for introducing effective work-life balance policies in their organizations. Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees. It is the joint responsibility of the employer and the employees to ensure strong work-life balance that can bring in fruitful results to organization as well as employees also.

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