



## **A Study to Assess the Work Life Balance of the Female Healthcare Professionals in The Private Hospitals of Vadodara India: A Cross Sectional Study**

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### **ABSTRACT**

*Work life Balance is an important phenomenon concerning a lot of working employees. There has been a vast amount of research carried out focusing on this topic. However, there has been limited research concerning the work life balance of female healthcare professionals working in hospitals. Females form a major proportion of workforce in the healthcare industry and the policies should focus on their well being for a stress free environment. Therefore, this study aims to assess the work life balance of the female healthcare professionals working in hospitals of Vadodara district (India). The data is collected from 335 female healthcare professionals working in seven private hospitals of Vadodara (India). The data collection tool is a structured close ended questionnaire where in the respondents were asked to choose their option pertaining to various parameters of work life balance on a five point likert scale. The collected data were analyzed using SPSS version 23. The statistical test used was Kruskal-Wallis and Mann-Whitney Test. There were 87 female doctors and 248 nurses and among the 335 respondents, 51 female healthcare professionals had no dependents, 135 had one dependent, 107 had two dependents and 41 had more than two dependents. The study shows that there was a statistically significant difference between the work life balance between the females' doctors and nurses according to their respective number of dependents. The healthcare industry, especially the hospitals have suffered abundantly during the COVID Pandemic and hence, this study highlights an important issue to be addressed for better satisfaction and content of the female healthcare professionals.*

**Keywords:** WLB, healthcare, female employee, dependents, family

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### **INTRODUCTION**

In this competitive world, it is essential for every healthcare sector to create a delightful atmosphere which can help the female employees to balance their personal and professional roles. The higher education has improved job prospects for female and it's resulted in the move from stay at home married females to thriving professional women. Due to increased in working hours, everyone are left with less time for themselves. As a result the personal and spiritual growth of everyone is also hindered. They hardly get time for themselves for their personal developments and growth. Work, family and personal life should be complimentary with each other and not conflicting with each other [1]. The growth in economic conditions has essential for both husband and wife to do employment for having a desired life. In the competitive world business, the presence of working women in healthcare sector has become increasingly visible.

Now a day for working women, both personal and professional roles are demanding. Even its become essential in day today life to work and fulfill their personal and professional desire. Due which such pressure increase and affect on health which led to increase absenteeism in official work. All though woman has achieved remarkable success in her career but her responsibility towards her family and home has not decreased. She has to manage her household activities, child care, in elder's responsibilities

and so on. Therefore it becomes necessities to provide a delightful environment and help working women to maintain a balance between their personal and professional roles. At their home, she has to manage with the requirements of her families whereas in office she has to struggle with the office demands [2]. The meaning of work life balance it has preference as it include the experiences of working professionals and helps in exploring new ideas of working and living for themselves. In respect to the female nurses and female doctors, it has become very difficult to maintain a balance between the two. As in increase number of demand of work, women are facing more difficulties to achieve balance between job and family which baskets their proficiency to carry out their responsibility of job and home in the effective way. [8] Female doctor's commitment with their family and hospital put a great impact on the productivity on both domains.[7] Work and family balance is a problem which has become an area of interest because women are doing jobs and careers while having family. Balancing job requirements and household tasks, including household chores and children demands, has been documented as a huge barrier that prevents women from achieving wok life balance.

### MATERIAL AND METHODS

The study design is Cross-Sectional in nature as this study aims to assess the factor affecting the work life balance of the female healthcare professionals in private hospitals. The study population is female nurses and doctors of Vadodara city from which the sample size of 335 is taken using the below formula:

$$Sample\ Size = \frac{\frac{z^2 \times p(1-p)}{e^2}}{1 + \left(\frac{z^2 \times p(1-p)}{e^2 N}\right)}$$

Where, Population Size = N | Margin of error = e | z-score = z of the Error is 5% and the Confidence Interval is 95% and hence the corresponding z-score is 1.96. The value of p in the sample size calculation is 60.5%. The data from 335 samples were collected through primary mode of data collection using structured close ended questionnaire where in the respondents were asked to choose their option pertaining to various parameters of work life balance on a five-point likert scale. The respondents who willingly wanted to participate in the study were included for data collection.

The ethical approval was obtained from the institution's ethical committee viz. SVIEC/ON/MBA/PhD/21005 dated 3<sup>rd</sup> of March 2021.

The data collected from 335 female healthcare professionals working in seven private hospital of Vadodara. The questionnaire was designed with an aim to assess the factor affecting the work life balance of women employees working in healthcare sector. The following are the five points on rating scale:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

In this study a pilot study was conducted to check for the validity and reliability of the data collection tool. The Cronbach's alpha value was 0.91 indicating high internal consistency of the tool.

The data collected from the female nurse and doctors working in private hospitals of Vadodara city was tabulated and coded in MS Excel. The data was then analysed using SPSS version 23. The statistical test used was Kruskal-Wallis and Mann-Whitney test at 95% confidence level.

### RESULTS

The analysis was done on 335 respondents of female healthcare professionals of seven hospitals of Vadodara India. There were 87 female doctors and 248 nurses in the study.

The (Table 1) shows that among the 335 respondents, 51 female healthcare professionals had no dependents, 135 had one dependent, 107 had two dependents and 41 had more than two dependents.

**Table 1: Frequency distribution of number of dependents of respondents:**

Number of dependents			
		Frequency	%
Valid	0	51	15.2%
	1	135	40.3%
	2	107	31.9%
	Above 2	41	12.2%
	5.00	1	0.3%
	Total	335	100%

The (Table 2) shows that Among the 335 respondents, the above table shows 37% agree that they help in purchasing vegetables/ fruits, 36.1% agree that they get time to have coffee/tea with their family atleast a day that 34% of respondents strongly agree that generally their husband pays the school fees, 33% agree that they give more attention in cleanliness of house with the help of their family member and 32.9% respondents strongly agree that they can finish off their washing work quickly either by using machines or with the help of maid. 36.7% disagree that they get assistance for purchasing grocery items, 34.9% disagree that their husband or family equally shares household chores activities and child caring responsibilities, 33.4% disagree that can pay electricity, water and telephone bill through their family members while 29.3% strongly disagree that they can plan and prepare healthy sweets and snacks during festival.

**Table 2: Frequency distribution and percentages of dependents of respondents:**

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
	Frequency (Percentage)					
My husband/family equally shares household chores activities and family caring responsibilities	29 (8.7%)	87 (26%)	71 (21.2%)	117 (34.9%)	31 (9.3%)	335
Purchasing fruits and vegetables are done either by me or by my husband/family	31 (9.3%)	125 (37.3%)	47 (14%)	102 (30.4%)	30 (9%)	335
I always maintain my kitchen clean	37 (11%)	104 (31%)	63 (18.8%)	106 (31.6%)	25 (7.5%)	335
I can give healthy eatables to my husband and children in lunch box	39 (11.6%)	102 (30.4%)	66 (19.7%)	108 (32.2%)	20 (6%)	335
Mostly, my husband pays the school fees	116 (34.6%)	107 (31.9%)	44 (13.1%)	56 (16.7%)	12 (3.6%)	335
I give more attention in cleanliness of house with the help of my family members	37 (11%)	137 (33.7%)	55 (16.7%)	108 (32.2%)	22 (6.6%)	335
My husband equally concentrates in children's studies	31 (9.3%)	71 (21.2%)	70 (20.9%)	108 (32.2%)	55 (16.7%)	335
I can have a cup of coffee/tea with my family once in a day	46 (13.7%)	121 (36.1%)	65 (19.4%)	81 (24.2%)	22 (6.6%)	335
Cooking activity is easy for me as I am getting support from my family	84 (25.1%)	117 (34.9%)	41 (12.2%)	70 (20.9%)	23 (6.9%)	335
I can finish off my washing work quickly either with help of machines or with the help of maid	109 (32.9%)	100 (29.9%)	38 (11.3%)	65 (19.4%)	23 (6.9%)	335
I can pay electricity, water and telephone bills with the help of my family members	47 (14%)	87 (26%)	45 (13.4%)	112 (33.4%)	44 (13.1%)	335
I get good assistance for purchasing Groceries	41 (12.2%)	82 (24.5%)	43 (12.8%)	123 (36.7%)	46 (13.7%)	335
I can do planning and prepare healthy sweets & snacks for festivals	34 (10.1%)	50 (14.9%)	39 (11.6%)	114 (34%)	98 (29.3%)	335
I can give attention for urgent family/personal problems immediately by support of my family members	40 (11.9%)	69 (20.6%)	50 (14.9%)	112 (33.4%)	64 (19.1%)	335
My husband/family takes care of pick up and drop to the child at the school	40 (11.9%)	82 (24.5%)	44 (13.1%)	107 (31.9%)	62 (19.1%)	335
My family helps to take care of kid's homework/projects and make them ready for school	38 (11.3%)	81 (24.2%)	46 (13.7%)	108 (32.2%)	62 (19.1%)	335
I get nice support from my husband/family to pick up and drop me at my office	40 (11.9%)	81 (24.2%)	38 (11.3%)	104 (31%)	72 (21.5%)	335

The (Table 3) shows that p value is .000, which is less than the alpha value .05, this indicate that there is a significant positive high degree difference accordance to the dependents on holding all the responsibilities while only in paying fees there is no difference looking at the number of dependents.

**Table 3: Difference in the work life balance in number of dependents:**

Statements	Number of dependents	N	Mean Rank
My husband/family equally shares household chores activities and family caring responsibilities	0	51	124.82
	1	135	156.12
	2	107	187.86
	Above 2	42	204.90
	Chi. Square test (P Value)	24.475(.000)	
Purchasing fruits and vegetables are done either by me or by my husband/family	0	51	115.45
	1	135	150.35
	2	107	197.72
	Above 2	42	209.84
	Chi. Square test (P Value)	40.870(.000)	
I always maintain my kitchen clean	0	51	104.12
	1	135	158.31
	2	106	196.36
	Above 2	43	197.93
	Chi. Square test (P Value)	39.738(.000)	
I can give healthy eatables to my husband and children in lunch box	0	51	116.29
	1	135	157.57
	2	107	192.75
	Above 2	42	198.01
	Chi. Square test (P Value)	29.252(.000)	
Mostly, my husband pays the school fees	0	51	168.28
	1	135	164.34
	2	107	167.91
	Above 2	42	175.88
	Chi. Square test (P Value)	.499(.919)	
I give more attention in cleanliness of house with the help of my family members	0	51	120.94
	1	135	158.63
	2	107	186.94
	Above 2	42	203.87
	Chi. Square test (P Value)	25.099(.000)	
My husband equally concentrates in children's studies	0	51	136.68
	1	134	148.38
	2	107	192.57
	Above 2	43	198.85
	Chi. Square test (P Value)	23.470(.000)	
I can have a cup of coffee/tea with my family once in a day	0	51	121.42
	1	135	157.69
	2	107	189.41
	Above 2	42	199.96
	Chi. Square test (P Value)	24.933(.000)	
Cooking activity is easy for me as I am getting support from my family	0	51	125.79
	1	135	158.03
	2	107	191.49
	Above 2	42	187.96
	Chi. Square test (P Value)	20.703(.000)	

I can finish off my washing work quickly either with the help of machines or with the help of maid	0	51	119.17
	1	135	159.96
	2	107	194.77
	Above 2	42	181.30
	Chi. Square test (P Value)	24.695(.000)	
I can pay electricity, water and telephone bills with the help of my family members	0	51	131.76
	1	135	155.46
	2	107	200.69
	Above 2	42	164.98
	Chi. Square test (P Value)	23.199(.000)	
I get good assistance for purchasing Groceries	0	51	111.20
	1	135	160.39
	2	107	200.71
	Above 2	42	174.29
	Chi. Square test (P Value)	33.260(.000)	
I can do planning and prepare healthy sweets & snacks for festivals	0	51	126.02
	1	135	148.67
	2	107	202.89
	Above 2	42	188.76
	Chi. Square test (P Value)	33.230(.000)	
I can give attention for urgent family/personal problems immediately with the help of my family members	0	51	114.84
	1	135	150.47
	2	107	204.96
	Above 2	42	191.30
	Chi. Square test (P Value)	40.283(.000)	
My husband/family takes care of pick up and drop to the child at the school	0	51	103.89
	1	135	155.53
	2	107	205.54
	Above 2	42	186.74
	Chi. Square test (P Value)	45.041(.000)	
My family helps to take care of kid's homework/projects and make them ready for school	0	51	106.58
	1	135	157.26
	2	107	202.92
	Above 2	42	184.55
	Chi. Square test (P Value)	39.803(.000)	
I get nice support from my husband/family to pick up and drop me at my office	0	51	113.25
	1	135	155.98
	2	107	199.85
	Above 2	42	188.49
	Chi. Square test (P Value)	33.888(.000)	

## DISCUSSION

Working females have multiple responsibilities to do, right from home to professional work that is from business trips, work pressure, and cherry on top is managing the home, her life and love ones. It is being observed that working women scarifies her career for a reason such as children and aging parents, at which one need to keep patience and have a perfect balance. K Indra [3] Concluded in his study that it is very necessary to have maximum family support to ensure excellent work life balance. S Padma and Sudhir Reddy [4] in their study it is concluded that women with the responsibilities of elder parents' health need to be given a helping hand to balance their personal and professional works. Higgins [3] concluded family involvement and family expectations were related to conflict in the family, but not related to work family conflict. High levels of family responsibility cause increased time requirements and strain on the family members require additional care. Kinnunen and Mauno [6] the results indicated that interference from work to family was many prevalent than interference from family to work roles. The

finding of the study report suggests that work to family conflict is more frequent than family to job conflict.

There were many variations in terms of reasons for working, women priority towards their employment, and the extent to which their job role is perceived, although women of different corners of the world do not differ greatly in their perceptions relating to job work and family responsibilities. In addition to this, household responsibilities still remain a priority irrespective of their professional status. In reference to ensure that work life balance(WLB) and to challenge gender relations, the prevailing social system which relegates women to that of inferior group both at home and at work should be changed.

## CONCLUSION

The work life balance is an important human resource area of concern for the employers. The healthcare industry, especially the hospitals have suffered abundantly during the COVID Pandemic and hence, this study highlights an important issue to be addressed for better satisfaction and content of the female healthcare professionals. A dependent plays an important role in supporting the working women of their family which ultimately helps in work life balance. Many responsibilities which mentioned above which affect as per individuals dependents has to be cooperated and need support which results in decrease stress and increase motivation and maintain work life balance.

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