

**A STUDY ON WORK LIFE BALANCE AMONG
WOMEN DOCTORS: JOB RELATED ISSUES PERSPECTIVE**

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Abstract:

Doctors are treated as living gods in the society. In the process of service delivery by doctors they come across various personal and professional issues to face and survive in the field. Especially women doctors play a crucial role in human progress and hold a significant place in the society. In the past, man played a dominant role in the society and provided all the resources required for the family, while woman was responsible for household chores like caring, nurturing children and managing home. However, due to higher education and socioeconomic developments, women have entered into different fields to build robust careers at par with men. The job entails a variety of issues which include night shifts, prolonged shifts, fewer breaks, and high work pressure. When there is a positive organizational culture and supportive environment at work and home, female medical professionals will be able to offer excellent medical care, be more efficient, and enhance the quality of patient care. Hence it is necessary to identify various factors affecting the personal and professional life of female medical professionals and discuss ways to improve their WLB. A systematic review was carried out on the existing literature of WLB of Female Doctors and administrative officials in Hyderabad city of Telangana state to identify various job related issues impact on WLB.

Keywords: Work Stress, Fair Pay, Job Satisfaction, Co-ordination

Introduction:

Working women play a crucial role in human progress and hold a significant place in the society. In the past, man played a dominant role in the society and provided all the resources required for the family, while woman was responsible for household chores like caring, nurturing

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children and managing home. However, due to higher education and socioeconomic developments, women have entered into different fields to build robust careers at par with men. Today's working women are facing conflicting demands from both work and life domains. They find it difficult to manage and balance between the pressures of work place and duties belonging to home and family. The Healthcare sector is rapidly expanding with female doctors and nurses accounting for a large portion of the workforce. Their job entails a variety of issues which include night shifts, prolonged shifts, fewer breaks, and high work pressure. Hence it is necessary to identify the place of women in health care and challenges faced in the personal and professional life of female medical professionals and discuss ways to improve their Work Life Balance (WLB). A systematic review was carried out on the existing literature of WLB of Female Doctors and Nurses in Patna city of Bihar state, using the keywords Work-Life Balance, Healthcare facility, Female Doctors, Female Nurses.

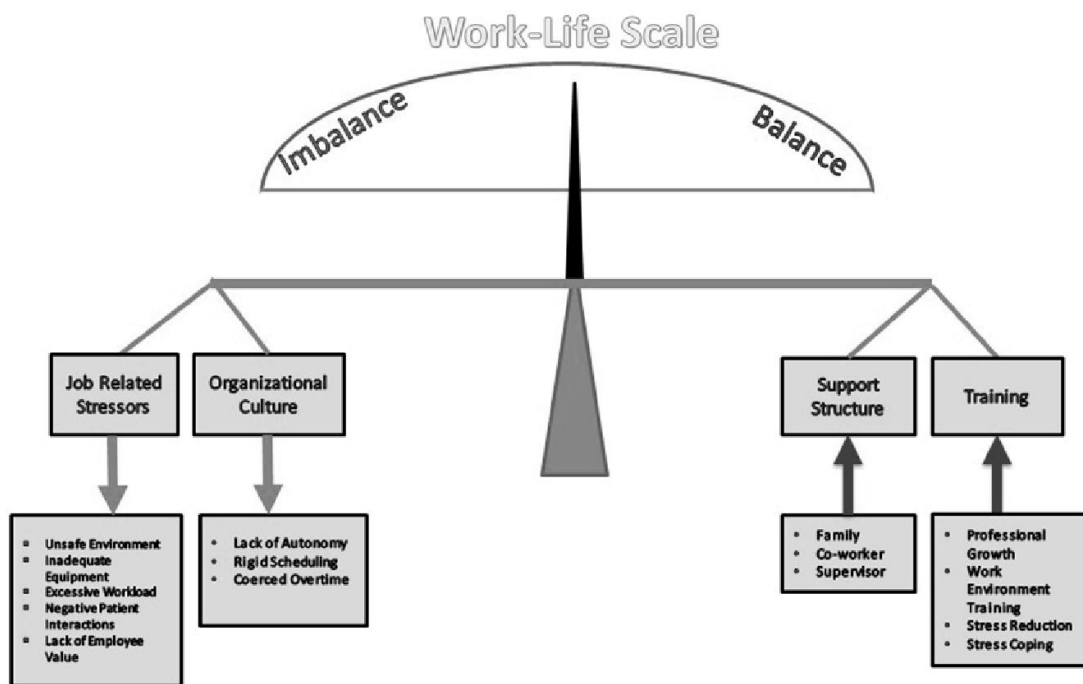
Nowadays organizations invest heavily in training of the employees for the completion of tasks. Employees switch over to competitor organizations even when there is a small benefit available for them. Organizations face the dilemma in terms of solving this problem. One undeniable fact for the organization in order to retain the employees is to create an ecosystem for their employees to fight the stress due to the job demands. It becomes important for the organization to frame the policy guidelines that cater the both balancing personal and professional space of the employees.

Studies indicated that the need to balance these different roles simultaneously is a reality for most individuals at various stages throughout their lives. Rather than following a transitional sequence from one role to another, women are required to perform an accumulation of disparate roles simultaneously, each one with its unique pressures. Multiple role-playing has been found to have both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy. However, multiple roles have also been found to cause a variety of adverse effects on women's mental and physical health, including loss of appetite, insomnia, overindulgence, and back pains.

Literature Review:

The adjustments co-occurring simultaneously, the obligations of men and women towards their work and non-public existence have elevated manifold ensuing in an upsurge in work– existence “imbalance.” Consequently, for people in cutting-edge society, the idea of WLB has turn out to be an essential problem . They are now greater worried about balancing paid work with household and nonpublic obligations to obtain a holistic feel of well-being, such as household satisfaction, psychological fitness and normal lifestyles pride (Le et al., 2020).

At the equal time, they have been pressured to work-from-home and undertake telecommuting practices that have alerted their work–life duties (Bhumika, 2020). Employees in assorted professions are dealing with unparalleled workloads in this difficult environment. Their roles and duties have accelerated multifariously; they have to juggle their paid work roles and operate household, eldercare and childcare responsibilities. Certainly, one of the most urgent troubles of present day instances on a world scale being witnessed is balancing work and private existence tasks (Bhumika, 2020; Corbera et al., 2020).



Source: M M Verma et.al (2016)

Asiedu-Appiah and Zoogah (2019) carried out a multifaceted study of understanding and use of policies for work life balance, cognitive involvement and professed support for organizations. The study tested a multi-level model based on boundary management and social exchange theories to explore the impact of mutual employee knowledge and use of organizational work life balance (WLB) policies on employees' seeming administrative support. The results of multisource data collected from management and non-management staff of thirty Ghanaian establishments confirmed the conjectured conciliation and moderated results. They addressed the implications of the results for work life management practice and study in Ghana. The academic and real-world consequences for WLB research were explored in light of the study's results. They offered and verified a model of the methods that affected cognitive engagement and perceived organizational support (POS) based on employees' mutual awareness and practice of WLB policies, which played an important role in the relationship between WLB policies and outcomes such as cognitive involvement and POS.

The aim of study by Bhende et al. (2020) is to uncover the dimensions and effects of the quality of life in the workplace. The aim of this study is to understand the relationship between work quality and work-life balance between Indian private and public sector banks. Data was collected using a convenient sampling process and analysed using the main component analysis and multiple regression analysis by 89 management boards from private and public sector banks in India. Both the quality of working life and the balance between work and life are multidimensional structures. From an organisation's perspective, the research conceptualized the work-life balance. This was critical because for the management of organizations, productivity, capability deployment and performance were important. Research has shown that improving the quality of work life will improve efficiency and employee skills. Results suggest that all aspects of working efficiency except grievance resolution have affected the productivity component of the work/life balance. In addition, all three dimensions of quality of work life predicted the deployment of skills. Nevertheless, none of the dimensions of the standard of working life have any connection with the effectiveness dimension. The study would allow managers to improve the quality of working lives by ensuring employee efficiency and implementation of skills.

Teoh et al. (2020) have a popular approach to study work life balance of physicians during the covid-19 pandemic. While organizational and system factors contribute significantly to poor mental wellbeing, individual physicians may take measures to safeguard their wellbeing in this period of difficulty. Doctors should particularly ensure that three of their psychological basic needs are met, i.e. autonomy, belongingness and competence. A lack of perceived influence may increase stress on decision-making. It is necessary to identify these factors and find suitable methods for handling them to stay mentally stable. Doctors may increase their impact by partnering with others to recognize and appreciate improvements. Regulation of self-care behaviors is vital, especially through regular breaks, healthy eating and encouraging colleagues to do the same. The promotion of public awareness, media involvement and activism may also help doctors increase their sense of autonomy. It is also important to aim at improved stress control and coping strategies.

Objectives:

- 1) To study job related problems faced by women doctors in Hyderabad
- 2) To know the work environment impact on WLB.
- 3) To identify the impact of fair pay policy on women doctors job satisfaction.

Hypothesis:

H₀₁: There is no significant association between Colleagues coordination in duties and job satisfaction.

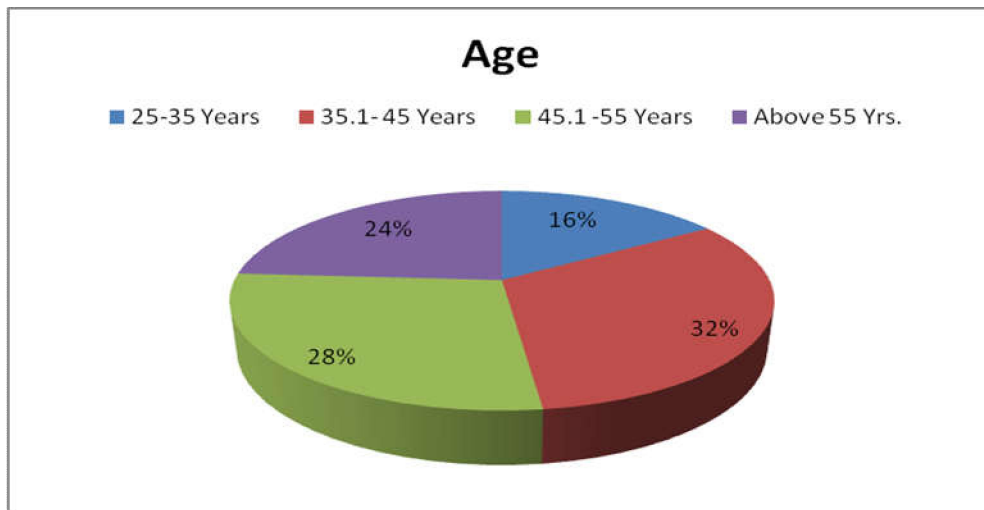
H₀₂: There is no significant relation between hospital work environment and work life balance. H₀₃: There is no significant association between over time payment and job satisfaction leads to better WLB among Women doctors.

Sample & Sample Size:

Women doctors who are working in various public and private hospitals in Hyderabad city are considered as valid sample for this study. A Sample of 50 such Women doctor's opinion was captured by using a structured questionnaire to measure the results.

Data Analysis:**1. Age of the Respondents**

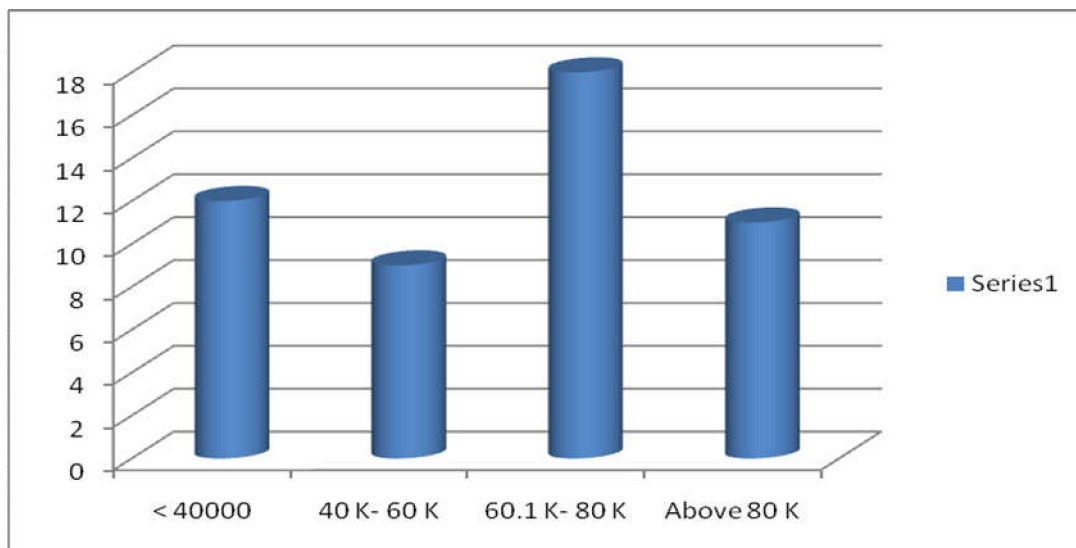
Age (In Years)	Responses	Percentage
25-35 Years	8	16 %
35.1- 45 Years	16	32 %
45.1 -55 Years	14	28 %
Above 55 Yrs.	12	24 %
TOTAL	50	100



Inference: The Age wise data indicating that, 32 % are belongs to 35-45 years age group and 28% belongs to 45-55 age category followed by 24% are above 55 years aged doctors responded for the survey.

2. Income of the Respondents:

Monthly Income	Responses	Percentage
< 40000	12	24 %
40 K- 60 K	9	18 %
60.1 K- 80 K	18	36 %
Above 80 K	11	22 %
TOTAL	50	100



Inference: The Income of Respondents are indicating that, 36% are getting 60 k- 80 k salary and 24 % are gaining below 40 K salary and finally 22% are gaining above 80,000/- salary per month.

Hypothesis Testing

H₀₁: There is no significant association between Colleagues coordination in duties and job satisfaction.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.750 ^a	12	.004
Likelihood Ratio	20.047	12	.066
Linear-by-Linear Association	2.870	1	.090
N of Valid Cases	100		
a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is 1.20.			

The above chi square value is less than 0.05 ($0.04 < 0.05$), hence the null hypothesis is **Rejected**, hence there is a significant relationship between colleagues coordination and support in hospitals leads to better job satisfaction among women doctors in Hyderabad.

H₀₂: There is no significant relation between hospital work environment and work life balance.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.380 ^a	12	.221
Likelihood Ratio	17.210	12	.142
Linear-by-Linear Association	1.622	1	.203
N of Valid Cases	100		
a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is 1.20.			

The above chi square value is greater than 0.05 ($0.221 > 0.05$), hence the null hypothesis is **accepted**, hence there is no such association between work environment and WLB means , the work environment may not have much impact on work life balance among women doctors in Hyderabad.

H₀₃: There is no significant association between over time payment and job satisfaction leads to better WLB among Women doctors.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.484 ^a	12	.017
Likelihood Ratio	20.855	12	.053
Linear-by-Linear Association	2.284	1	.131
N of Valid Cases	100		
a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is 1.30.			

The above chi square value is less than 0.05 ($0.17 < 0.05$), hence the null hypothesis is **rejected**, hence there is a significant relationship between overtime payments and job satisfaction. The additional pay for additional work always gives immense happy and also cause for WLB.

Discussion of Results:

Job satisfaction is highly desirable in life, lack of satisfaction in job can create trouble for working women. It is seen that lower level of employee satisfaction can lead to multiple problems in any organization (Sujut et al., 2011). Therefore, it is essential that organization should be responsive to the needs and changing requirements of their workforce, especially females, in order to improve their satisfaction level.

The WLB of its employees, especially the medical professionals. One of the most critical obstacles that female medical professionals face is maintaining WLB for which one must have good physical and mental health. This can be achieved by appropriate working conditions, a healthy and safe working environment, a flexible work schedule, and strong family support. The

study's goal was to fill a gap in the literature on the WLB of female medical professionals in the healthcare industry. The work-life balance literature review seeks to identify numerous parameters associated with WLB in female doctors and nurses. Demographic factors such as gender, age, marital status, number of dependents, number of children, designation, and so on, as well as their relationship with WLB, were also investigated. The findings revealed that all of these have either a negative or a positive relationship with WLB. The studies also proposed several strategies for improving the WLB of female healthcare workers. This could be used in the healthcare industry to gain a competitive advantage by attracting and retaining highly skilled and experienced doctors and nurses who will be more efficient and effective while working in a flexible and employee-friendly environment. They will be able to provide the highest level of patient care. Furthermore, implementing the WLB strategies can help medical professionals reduce turnover intentions and emigration plans.

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