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Work-Life Balance and its Impact on Job Satisfaction (With Special Reference to Women Doctors in Erode District)

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Abstract

The main issue that both the employer and the employees are dealing with is work-life balance. This results from the pressure that the external environmental variables, including the economy, industry laws and regulations, constantly shifting market conditions, adjustments in client preferences, and the introduction of new products with new competitors in the market, put on the companies. This puts internal pressure on the workers, particularly the female workers, which has an impact on their personal lives and causes issues with not caring for their spouses, children, and family members, especially their dependent in-laws and parents. When offered a promotion or other professional advancement, women employees prioritise their families over their jobs, according to a different aspect of their work. Further, extended working hours and an excessive workload given to employees, particularly women, who are unable to complete the work on time cause stress and unhappiness, which then spills over into their personal lives and causes an imbalance between work and family duties. The current research study will outline how women doctors working in the healthcare industry, specifically in the Erode district, can balance their personal lives with the demands placed on them at work, including organizational support, and family support. Finally, this study examines the level of job satisfaction reached by women doctors and how they manage their families.

Keywords: Job Satisfaction, Job Stress, Organisational Support, Value of Work-Life, Work-Life Balance

1. Introduction

Work-life balance is the circumstance in which both personal and professional obligations are met on an equal footing. It involves balancing personal obligations with the responsibilities of the workplace. Lack of adequate management results in decreased productivity and ill health. It is a major problem for both the company and the personnel. The importance of work-life balance has grown because of employers' increased expectations, which have increased the pressure on workers to do quality work. As a result, working long hours leads to poor concentration at home. Therefore, it is the employer's primary duty to help employees meet the expectations of the workplace while also providing an atmosphere that satisfies their personal needs.

For employees to be satisfied, their desires must be fulfilled through their work. In addition to having their personal wishes realised, they feel good knowing that the company is making good use of their professional abilities. The ability to balance their personal and professional lives is aided by their level of job satisfaction. Gender has little bearing on job happiness; instead, it is influenced by the availability of various safety training programmes, compensatory time off, and weekends off. Employees can achieve or get job satisfaction from their supervisors by supporting them with a good attitude, getting them fully engaged in their work, and making them feel proud of the company.

2. Review of Literature

Ashwini A. Yarnal[1] investigated how to keep employees' work and personal lives balanced while still allowing them to fulfil their obligations to their families and the

organization. Devi and Uma[2] outlined their objectives with the goal of analysing the predictors affecting the balance of work and life for nurses working in India and developing a model based on the review's findings. Leena P. Singh and Artta Bandhu Jena[3] analysed the practise, its effects, and the degree to which it had impacted the work-life balance of women employees who worked from home. In addition to attempting to establish a respectable workplace, the research sought to identify the elements that influenced employee welfare. Onuorah Anthonia Ngozi and Ugochukwu Chinelo[4] examined the productivity and work-life balance of the employees working in the chosen banks in the Nigerian state of Anambra. The authors concluded that the primary factors affecting employees' productivity were stress generated at home and stress generated at work because of a heavy workload. In her research, Sayani Ghosh[5] examined the employment of women in the IT industry. The correlation technique was used by the authors to test their hypothesis. The main goal was to investigate the elements affecting the working circumstances for women in the IT sector today, including the existence of a balance between work and family life.

3. Objectives of the Study

- To know the socio-economic profile of the respondents
- To analyze the factors influencing work-life balance among women doctors
- To find out the impact of work-life balance on the job satisfaction of the women doctors in Erode hospitals.

4. Research Methodology

The following are methodology carried out to study the title under consideration:

- Research design: Descriptive.
- Pilot study: The initial questionnaire is pre-tested through a convenience sample of 50 respondents.
- Sampling method: Multistage sampling technique.
- Sampling unit: Women doctors of selected hospitals.
- Selection of hospitals: Hospitals which have female doctors.
- Sample size: 400.
- Sampling area: Erode, Tamil Nadu.
- Tools of analysis: Simple percentage analysis, ANOVA, Regression analysis by using SPSS software.

In Erode district, there are fourteen blocks of Panchayat Union, and all the blocks have Primary Health Centre (PHC) where there are two to three doctors. There are eight government hospitals each one at Erode, Bhavani, Perundurai, Kavindapadi, Kodumudi, Anthiyur, Sathyamangalam and Gobichettipalayam where all the specialists are available. The number of doctors posted in government hospitals depends on the population of that block. There is a Periyar Government Hospital Headquarters at Erode which has a strength of around seventy doctors. There is a medical college in Perundurai. As per the government records, there are 580 doctors posted in Erode district. This doesn't include the medical college and hospital. In medical college hospitals, there are around 200 doctors. There are more than 100 private hospitals in Erode district which have bed strength of atleast fifty. the fifty. For the study, both private and government doctors are considered.

5. Analysis and Discussion

5.1 Demographic Profile of the Respondents

Table 1 shows the demographic variables under study. The demographic variables namely age, educational qualification, marital status, family type, family size, number of children, nature of duty, nature of employment, work experience and monthly salary are considered and analysed by applying simple percentage analysis.

Table 1 shows that majority of 32% of the respondents are between 31-38 years with MBBS (52.8%) as education degree. A high proportion of 79% of them are married and living in nuclear family (60.8%). Most of them (50.3%) have up to 3 members in their family, 51% of them have 2 children, 49.8% of the respondents are junior doctors, 85.3% of them are permanent doctors, 48% of the respondents have 4-7 years of experience and 81% of them earn a monthly salary of above Rs. 60,000.

5.2 Factors Influencing Work-Life Balance

The factors influencing the work-life balance of the doctors have been examined by framing the following null hypothesis and the same is tested by using ANOVA.

H_0: There is no significant difference among various age groups concerning factors influencing work-life balance.

Table 2 gives a picture of the relationship between age groups and factors influencing the work-life balance of the respondents

Table 1. Demographic profile of the respondents

Particulars	Category	Frequency	Percentage
Age	23-30	112	28.0
	31-38	128	32.0
	39-46	84	21.0
	47 and above	76	19.0
Educational qualification	MBBS	211	52.8
	MBBS with Diploma	105	26.3
	MBBS with PG	81	20.3
	MBBS with multi-specialty	3	0.8
Marital status	Single	84	21.0
	Married	316	79.0
Family type	Nuclear	243	60.8
	Joint	157	39.3
Family size	Up to 3	201	50.3
	4 and 5	187	46.8
	6 and above	12	3.0
No. of children	1	160	40.0
	2	204	51.0
	3 and above	4	1.0
	Nil	32	8.0
Nature of duty	Junior	199	49.8
	Senior	177	44.3
	Resident	24	6.0
Nature of employment	Permanent	341	85.3
	Temporary	59	14.8
Work experience	Up to 3 years	93	23.3
	4 -7 yrs	192	48.0
	8 -11 yrs	80	20.0
	above 11 years	35	8.8
Monthly salary	Below 30,000/-	4	1.0
	30,001- 60,000/-	72	18.0
	Above 60,000	324	81.0

Source: Primary data

Table 2 reveals that the p-value of all the factors influencing work-life balance is greater than 0.05. Hence, it can be concluded that the null hypothesis is accepted at 5% significance level. Thus, there is no significant difference between various age groups and the factors influencing work-life balance.

5.3 Impact of Work-Life Balance on Job Satisfaction

The impact of work life balance on job satisfaction has been examined by framing the following null hypothesis and the same is tested with simple regression analysis. The results are shown in Table 3.

Table 2. Age and factors influencing work-life balance

Factors		Sum of Squares	df	Mean Square	F	Sig.
Organisation Support	Between Groups	88.651	3	29.550	.788	.501
	Within Groups	14845.572	396	37.489		
	Total	14934.223	399			
Chief Doctor Support	Between Groups	16.355	3	5.452	.232	.874
	Within Groups	9302.182	396	23.490		
	Total	9318.537	399			
Co-doctor Support	Between Groups	17.183	3	5.728	.553	.646
	Within Groups	4099.253	396	10.352		
	Total	4116.436	399			
Value of Work Life	Between Groups	20.902	3	6.967	.680	.565
	Within Groups	4057.273	396	10.246		
	Total	4078.175	399			
Family Support	Between Groups	1.957	3	.652	.086	.968
	Within Groups	3004.899	396	7.588		
	Total	3006.856	399			

Source: Computed

H_0: Work-life balance does not have a significant influence on job satisfaction.

It is seen from Table 3 that the outcome can be presented in the form of the following equation:

Job satisfaction = -.004+ 0.376 WLB

From the beta values and their corresponding p-values, work-life balance is significant. The above summary shows that the R^2 value is 0.063. The simple linear regression component (dependent variable) is found statistically a good fit as R^2 is 0.063 which shows that the work-life balance contributes about 6.3% to the variations in job satisfaction among the women doctors and this is statistically significant.

5.4 Impact of Influencing Factors on Work-Life Balance

The impact of influencing factors on work-life balance is analysed by framing the following null hypotheses and the same is tested with multiple regression analysis.

Hypotheses:

H_{01}: Chief doctor support does not have a significant influence on work-life balance

H_{02}: Co-doctor support does not have a significant influence on work-life balance

H_{03}: Family support does not have a significant influence on work-life balance

H_{04}: Organizational support does not have a significant influence on work-life balance

H_{05}: The value of work-life does not have a significant influence on work-life balance.

Summary of Regression Analysis

Dependent Variable: Work-life balance (Y) Independent Variables: Chief doctor support (X1), Co-doctor support (X2), Family support (X3), Organizational support (X4) and Value of work life (X5)

Multiple R-value: 0.844[a]
R square value: 0.711
Adjusted R square: 0.708
F value: 194.330
P-value: 0.000[b]

From the above, the outcome can be presented in the form of the following equation:

WLB = 0.004 + 0.053 Organizational support + 0.438 Chief doctor support + 0.059 Co-doctor support + 0.129 Value of work-life + 0 .104 Family support

From the beta values and their corresponding P-values, organizational support, chief doctor support, and co-doctor support, the value of work life and family support are significant. The above summary shows that the R square value is 0.711. The multiple linear regression component (dependent variable) is found statistically a good fit as R^2 is 0.711 which shows that the

Table 3. Summary of regression analysis

Dependent Variable: Independent Variable:	Job satisfaction (Y) Work-Life Balance (X)
Multiple R-value:	0.251[a]
R square value:	0.063
Adjusted R square:	0.061
F value:	26.800
P-value:	0.000[b]

Source: Computed

five independent variables (hospital support, chief doctor support, co-doctor support, value of work life and family support) contribute about 71.1% on the variations in work-life balance among the women doctors and this is statistically significant.

6. Suggestions

- Co-doctor support is an important contributing factor to work-life balance. Hence, colleagues should help whenever a female doctor faces any problem and should be ready to alter their duties whenever needed.
- Work-life balance is influencing Job satisfaction. Hence, there must be a high degree of work-life balance which in turn will lead to job satisfaction.
- The healthcare sector is a sensitive and emergency care sector where there should be zero per cent error in their performance. Hence, job satisfaction is an important dimension in healthcare which creates a high involvement in their job, and which will reduce the fatalities of human beings. This necessitates the doctors to have psychological and motivational sessions which would help them to balance their work life.

7. Conclusion

Numerous studies indicate that there are more male employees throughout a range of industries, however, in hospitals, women and men work side by side. The nation and the family both benefit greatly from the role of women. Women can execute their jobs and obligations just as well as men, yet they nevertheless encounter many challenges at home and work. The primary problem in the workplace is gender equality. Male dominance is present everywhere, and women are denied their rights. Women in the study work in hospitals, which are open 24 hours a day. As a result, they are required to work night shifts as well, which is the main reason for working women, particularly those in hospitals, are unable to manage their work and home obligations. There is a negative view among them because they don't receive any help from their family. Men and women are treated equally on paper, but this is not the practice case. Lack of support from family members frequently results in internal stress, while external stress might result from a lack of support from co-doctors, senior doctors, the organization, etc. Women will be happier at work and performing their daily tasks if they can successfully manage their personal and professional lives and receive support from their chief, co-directors and their families.

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