

Perceptions and Attitude towards Quality of Work-life Balance among nursing teachers

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ABSTRACT: *Descriptive survey conducted among 67 nursing faculty towards their perceptions and attitude towards quality of Work-Life showed that majority, 58 (86.57%) experienced well balanced work-life, 9 (13.43%) expressed moderately balanced work -life and none of them rated under poor work-life balance. Data regarding job satisfaction showed majority 35 (52.24%) had moderate job satisfaction and 32 (47.76%) had high job satisfaction. The correlation between work life balance and job satisfaction showed positive correlation ($r= 0.77$) which can be inferred saying that high quality of work life balance will improve job satisfaction and vice versa. Initiatives opined by the respondents related to the working atmosphere of the employees in terms of ranks assigned on priority basis are - flexible hours of working, more time to think and frame work, money of course and then timely promotion were the first four ranks assigned by the respondents when asked about their initiatives for better work life balance.*

Keywords: *Work life balance, Nursing teacher, Job satisfaction, perception and attitude.*

I. INTRODUCTION

Meeting the employees care needs require a significant commitment from senior management. Each workplace should tailor its work/life policies to suit their own particular needs and corporate culture. This 'best fit' should be done with frequent consultation with employees. As with other health and safety programs, for work/life initiatives to be successful and sustainable, both employers and employees must take responsibility for making the program work effectively. An evaluation or feedback systems should also be part of that process. It is very important to remember that for many workers balancing work/life demands is just one of the many challenges they face on a regular basis. While most people would agree that these issues should be addressed, they may not know where they can be resolved. A program dealing with work/life issues could, for example, be part of a complete health and safety program. However, it should not take away resources or distract attention from addressing other health and safety concerns or hazards that may be present in the workplace.

Therefore a good work/life balance seeks to find a balance between an individual's work and their life outside work. This balance should aim to maintain health, and include personal achievement inside work and personal enjoyment outside work. Keeping the present scenario of the fast growing, work minded, career oriented and highly competitive health care set up, the researcher is interested in looking into the attitude and perception of their work life balance and also their satisfaction. The investigators have also initiated few points to be ranked in terms of their requirements for the complete quality working environment that would give them motivation to boost the patient care satisfaction and also improve their personal quality of life. Objectives of the study were to assess the perception and attitude towards quality of work-life balance among the teachers and find relationship between quality of work-life balance and their job satisfaction and also to rank their initiatives to improve their work life balance.

II. METHODS AND MATERIAL

The investigators adopted a descriptive survey design in order to get the answers related to the perception related to work life balance also how satisfied they are with their job. With prior permission from the institutional head and the subjects, a total of 67 nursing faculty were selected based on the purpose of the study. Tools utilized were the demographic proforma, structured questionnaire on "attitude and perception towards work-life balance, job satisfaction questionnaire and initiatives to improve work life balance. The demographic proforma consists of items on background data of the teachers such as age, gender, marital status, years of experience, designation, and income. The items in the tool do not have any scoring as it reflects factual information. Since attitude and perception is a psychological construct a three point rating scale was utilized.

Structure attitude and perception towards work-life balance questionnaire consisted of 67 items. Each items or response given are strongly agree, agree and not sure. Strongly agree was given 3, agree- 2 and not sure - 1 respectively. In planning the questionnaire, various aspects of the working environment pertaining to self, team and also the organizational goals are also kept in mind. Scores ranged from 1-120. The tool has been scored arbitrarily that is, well balanced work-life=81-120, moderately balanced work-life=41-80 and poorly balanced work-life=1-40. The tool on job satisfaction had 20 items which had maximum score of 100 on 5 point rating scale. Only positive responses were constructed and the individuals were asked to rate. The scores were 5, 4, 3, 2, and 1. Individuals who scored 1-30 were considered to have poor job satisfaction, 31-80 moderate job satisfaction and 81-100 were considered to have high satisfaction with their job. Initiatives towards work-life balance had a total of 13 items to be ranked. Based on the priority set by the subjects, re-allocation of the initiatives was made.

III. RESULT AND DISCUSSION

Findings shows that out of 67 subjects, majority, 27 (40.30 %) were between the age group of 20<31 & 31<41 years and majority 62 (92.54%) are females. Further it was observed that majority 49 (73.13%) are married, many 37 (55.22%) earn an income of <20,000 rupees per month and 27 (40.30%) had experience ranging from 1<4 years. The overall picture of the sample characteristics show that majority are young professionals although many are married with low income and yet aspiring for more experience.

Table:1 Level of work-life balance (n=67)

Work Life Balance	Range of scores	Total	
		Frequency	Percentage
Well balance WL	81-120	58	86.57
Moderately balanced WL	41-80	09	13.43
Poorly balanced WL	1- 40	-	-

*WL= Work-Life

The data presented in the above table shows the majority 58(86.57%) has Well balanced work-life and 9(13.43%) has moderately balanced work -life and none of them were rated poor work-life balance. The data clearly shows that majority had well balanced work-life.

Table 2 Description of job satisfaction (n=67)

Job satisfaction	Range of scores	Total	
		Frequency	Percentage
Poor satisfaction	1-30	-	-
Moderate satisfaction	31-80	35	52.24
High satisfaction	81-100	32	47.76%

[Source: Survey data]

The above table indicate that majority 35 (52.24%) had moderate job satisfaction and 32 (47.76%) had high job satisfaction and none of them have rated poor job satisfaction. This clearly shows that majority are satisfied with their job.

Table 3 : Correlation between WLB and job description (n=67)

Variables	r
Work life balance and Job satisfaction	0.77

Correlation is significant r=0.77

Findings depicted in above table show positive correlation between work life balance and job satisfaction. So it can be interrupted as high quality of work and life balance will improve the job satisfaction and vice versa.

Table: 4 Opinion on initiatives towards Work-Life Balance (n=67)

Initiative	Rank
1. More money	3
2. Counseling	10
3. Social clubs	12
4. More time to think and frame the work	2
5. Additional staff	10
6. Child care facilities	10
7. More fulfilling work	5.5
8. Life skills	8
9. Flexible hours	1
10. Disclosing institutional goals	5.5
11. Health care facilities	7
12. Timely Promotion	4
13. Co-curricular activities	13

Data depicted in table 4 indicates that most of the faculty rates flexible hours of working as first priority as they wish to work in their own place and also beyond the working hours to complete their task with ease and perfection. Need to think and frame work is rated as second in the list. Careful thought and preparation of teaching learning activities makes a teacher near perfect educators, work half done and half taught leaves students incompetent. They perceive that money as the 3rd rank for their job satisfaction. Timely promotional activities and also more are enriching work as their priority. Co-curricular activity is rated as least important. Therefore management need to rethink on the initiatives clearly indicated by faculty to bring about adjustment between flexible hours which can really improve one's accommodation between one's work and family and hence can improve the quality of work to achieve personal and institutional goals at large.

Few of the suggestions from the employees are as follows:

- ✚ Since all round/holistic development is one of the objectives, any qualification/achievement outside the professional career should also be considered for promotion/higher studies.
- ✚ Flexible duty hours, effective recreational and relaxation activities, motivation and a positive concern towards the staff from authorities is extremely important for a staff to continue in an institution.
- ✚ Access to e-library can enhance teaching learning process.

IV. CONCLUSION

Work-life balance and Job satisfaction should go hand in hand. Imbalance in any one area can affect the person and his productivity. This study has shown that work-life balance and job satisfaction are directly linked. Satisfaction in one's own area of work can lead to a satisfying career.

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