

Status of Women Nurses in Private Hospitals of Odisha: A Sociological Study of Woman Nurse in Sum Hospital, Bhubaneswar

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Abstract:

“The proportion of woman joining work force, which has substantially increased are subjected to deplorable status highlighting prevalence of gender injustice in greater maghitude. Although they are no way laying behind men in terms of contribution to the productive system but their professional excellence greatly hindered. In balancing work and family commitment, which deplores their personal life too. In nursing profession, women virtually get no relief or leisure. In corporate hospitals the work pressure is so high that they struggle to achieve work life balance. The nurses in the present research study reported that their life has become hell due to shouldering of multiple responsibilities at work and home. The present paper through an in-depth empirical study on the conflicting interest effecting the nursing creating for a supportive environment, which may help the status the nurses, recommends to staff in achieving work life balance. This particular research paper has unfolded the reality pertaining status of women nurses in SUM hospital, Bhubaneswar by working and analysing both primary and secondary data. An Ernest attempt has been made in this paper to unfold the inside story of life of woman nurses working in private hospitals and particularly status of women nurse in sum Hospital, Bhubaneswar.”

KEYWORDS:- Corporatization of health service, Gender injustice, work life balance, family commitment, enabling environment, insensitivity, deplorable life, Corporate exploitation, Liberalization Privatization and Globalization (LPG)

Introduction:-

With the dawn of Liberalization, Privatization and Globalization, service sectors including health has significantly influenced the status of employees working in private health facilities. The status of the employees has been greatly effected due to less remuneration and high exploitation which has escalated high imbalance between high demanding work and less scope for living a comfortable life. Women workers in private and corporate sector face deepening crisis in balancing between work and life. Twenty first century with increased global common market culture has attracted more of women of all classes for paid occupation. Besides increased access of Indian women to educational

opportunities has substantially increased women's entry to job market. Working women, particularly women in nursing profession face more negative effects on their general status so also their mental and physical health too.

As a profession nursing has been increasingly found to be stereotyped. The profession is dominated by female workers. However women in nursing profession face severe challenges in playing double role and it is further more complex in Indian context. Most often clash of role causes reverse relation job performance getting affected due to personal level stress. Working women should say to have better status in family and society found to have very top time in managing the work life balance.

As corporate health sectors are guided by high profit motive hardly allows any trade unionism. To satisfy its profit motive they always exploit the workforce. Longer shifts, more patient nurse ratio, few breaks or no breaks are given to them. They are also vulnerable to professional hazards as they work for varied people even for mentally retarded, criminals, stressed persons. Their problems further aggravated when they face harassment, bullying from their co workers. All these jointly create immense stress upon them. So this research study has aimed at providing insight into positive and negative aspect of status of women nurses working in SUM hospitals, Bhubaneswar.

Statement of problem for the present research

Since beginning of civilization, women are mostly confined to four walls of the house and domestic management for the first time in the later part of 20th century women achieved tremendous progress in every walk of life. But their role at home continued to remain unchanged. The status of working women in 21st century needs to redefine keeping in view increased pressure at work place and important demands at home, which has completely jeopardised the work life balance. So status of nurses in health sector and more particularly in private corporate hospitals needs a closer examination. In this context, it is highly pertinent to do research to explore the work life balance of nurses which may truly expose the myth and reality of the objective status of women nurses working in private hospitals.

Review of literature

As per the study of World Health Organization (WHO) in 2010, it is revealed that job insecurity, low pay, lack of conducive work environment, problem in work life balance are some of the key issues effecting status of nurses in India.

An empirical study by Ujvala Rajadhyaksha in 2012 on "work life balance in south East Asia: The Indian experience" has provided an in-depth perspective on work life balance issues of women work force in India. The findings of her study have offered insight about Indian companies addressing

gender issues, flexibility, stress reduction, health awareness and child care. The findings revealed that there is no overarching government policy addressing work and family issues across different sector. Her paper concludes that unequal economic development across the organised and unorganised sector may affect effectiveness of work life interventions.

Another study in 2012 by Madhurima Das and K.V. Akhilesh on work life balance of Indian working women from a multi construct conceptual model well address the issue. Their study strongly advocates building sectorial occupational specific models rather than generic gender centric model. Their study looked at the input output frame work and considered variables on a likert scale. They suggest that there is need to extend the research to other variables such as age, care taking responsibilities and so on for a better understanding of how the multi construct factor model of work life balance will help to diagnose issues of work life conflict.

The deplorable status of women nurses in private hospital has been well highlighted by K. Santha et al in their comparative study of Govt. & Private Hospital in the year 2012. They argue that about 53% of women nurses were struggling to achieve work life balance. The principal objective of the study was to identify the influence of work place environment and stress related issues on the emotional status of female nurses, to analyse the features of motivation initiative adopted by all the hospitals and to examine the factor which determine the satisfaction of female nurses. The study concluded that while work life balance of female nurses both in government and private hospitals were challenging, but the situation is deplorable in private hospitals.

Objective:

The paper with a view to study the status of women nurses in private hospitals of Bhubaneswar, Odisha has the following objectives.

- A) To study the demographic profile of the nurses
- B) To identify problem of the respondent with regard to their status and work life balance.
- C) To suggest appropriate measures for improvement of their status based on the findings of the study

Methodology

The present paper being an empirical enquiry into the status of nurses in private hospitals, we have adopted survey method to elicit information. To elicit information, data has been collected through both primary and secondary sources. As part of primary data collection semi structured questionnaire has been administered to the respondents. Data has been analysed using tools like multiple regression and t-test. Interview with medical authority also conducted, specifically with the administrative staff

of the hospital. As part of secondary sources books, journals, government records, newspaper clippings have been widely used for comprehensive understanding of the study objective.

Sampling

As the present paper is a case study, we have undertaken pilot study on a small scale .i.e SUM Hospital, Bhubaneswar has been chosen as study area for an objective understanding of status of nurses working in SUM hospital. A total sample of 50 nurses has been selected, by considering size of the population, we have adopted convenient sampling method.

Scope of the Study:

As far as the scope of the micro study in concerned we have investigated the status of women nurses particularly with reference to work life balance of nurses working in SUM hospitals. The study is expected to identify the perceptual level of objective status and work life balance of nursing professional in SUM hospital BBSR. This pilot study has been designed to investigate the objective condition of living of nurses in private hospitals chosen for the study in the Bhubaneswar municipal Corporation.

Status evaluation of women Nurses in SUM hospital: Field Survey Analysis

Demographic profile of women nurses

Demographic data such as age, marital status, type of family, educational qualification etc are essential to make an objective assessment of the status respondent. Table -1 represents the detail picture of demographic profile of the respondents.

Table:1

Sl No	Category(AGE)	Percentage
1	20-30 years	43%
2	30-40 years	40%
3	40-50 years	12%
4	50 and above	05%
	Total	100%

As per the data available in table No. 1 it clearly indicates that majority of nurses working in SUM hospitals are coming in age group 20-30 years. About 40% are within the age group of 30-40 years. However more than 50 years ages are very few (05%) and 12 % nurses are within age group of 40-50 years.

Table -2 Marital Statuses of Women Nurses

Sl No	Category (Marital Status)	Percentage
01	Married	42%
02	Unmarried	54%
03	Widow	03%
04	Divorced	01%
		100%

The above table showed marital status of nurses are unmarried followed by 46% married nurses. Only 1% of the respondents are divorced and 2% are widow of the sample nurses.

Table-03 Type of family

Sl No	Category(Types of Family)	Percentage
1	Joint Family	16%
2	Nuclear Family	84%
	Total	100%

As per the data reflected in table 3 maximum proportion respondents i.e. 84% lives in nuclear family while only 16% of respondent are living in joint family

Table-4 Educational Qualification

Sl No	Categories	Percentage
1	B.Sc.Nursing	97.2%
2	Diploma	02.8%

Table -5 Types of houses they live

Sl No	Type of house	Total
1	Own house	31%
2	Rented House	69%
		100%

So far as the houses of nurses concern majority of them is living in rented set up. Only 31% of them are living in their own house and majority 69% of sampled women nurses live in rented nurse.

Table- 6 Income Level of the respondent

Sl No	Category(Income level of the respondent)	Total
1	Rs 1000-5000	2.7%
2	Rs 5000-10000	21.3%
3	Rs 10000-15000	28.5%
4	Rs 15000-20000	44.3%
5	20000-25,0000	3.2%

The above table representing income level of the respondent categorically reveals that majority of them earn 15 to 20 thousand rupees per month. Only 3.2% of them receive salary from 20 to 25 thousand. Namely 2.7% nurses get less than 5000 per month

Table-07 Work Experience of the respondent

Sl No	Category (work experience)	Percentage
1	20 and above years	3.7%
2	15-20years	8.3%
3	10-15 years	17.5%
4	05-10 years	34.5%
5	Less than 5 years	36%

So far as work experience of the respondents are concerned most of them comes under less than 5 years experience category. Followed by 34.5 % nurses with 5 to 10 years of working experience. Very few percentage of the have experience above 20 years.

Table-08

Night shift Disturbing family and social life of the respondent

Sl No	Catagory	Percentage
1	Agree	58.9%
2	Disagree	36.1%
3	Cannot say	3.8%
4	No response	1.2%
	Total	100%

Data availed from the above table clearly exposes that the social life and family life of more than 58.9% of nurses has been disturbed due to night shift duty, followed by 36.1% respondents feels no problem in night shift duty

Table-9

Nightshift Duty affecting attitude of the respondent

Sl No	Category	Percentage
1	Sometimes	23.8%
2	Most of times	38.2%
3	At times	6.3%
4	Never	26.7%
5	Donot know	2.7%
6	No response	2.3%

Data on night duty affecting attitude of the respondents reveals that night shift duty has affected attitude and personality of 38.2% of women nurses working in the hospitals under study. Another 26.7% of respondents reported that night shift duty has not affected their attitude about 23.8% reported that sometimes it affect them. Namely 2.3% of the respondents dit not say things on this query.

Table 10 faced any harassment during night shift

Sl No	Category	Percentage
01	Sometimes	3.1%
02	Most of times	33.9%
03	Experience once	2.7%
04	Experience more than once	0.8%
05	Never	48.2%
06	Cannot say	3.3%
07	No response	8.0%

As per the data many respondents (33.9%) reported that they have hostile experience and faced harassment during night shift duty while majority 48.2% of women nurses working in hospitals never experience such kind of incident. About 3.3% respondents could not say anything and nearly 8.0% of them had no response on the question. Very microscopic proportion of them has bitter experience of

harassment. Only 2.7% of women nurses clearly revealed that they have experienced such type of experience once.

Work life balance: The Peddler of crises of status of nurses working in Private Hospital.

Status of nurse in KIMS hospital found to be deplorable due to challenge of work and family commitment at the end of each day. Majority of women nurses working throughout week and struggling to achieve a balance in life. Ground reality has highlighted the heard reality in achieving the personal and professional objective effectively. The study has pointed out some operational factors like improper work life balance ,work pressure ,improper working environment ,growth pressure, low salary , job insecurity are found to be major peddler of crises in their status.

To find out the objective reality pertaining work life balance, this subsequently affected status of women nurses in SUM hospital. We administered some questions pertinent to the issue below table-16 clearly reflects the perception of the respondents on our queries.

Table-16

Sl No	Statement	YES %	No %
1	Do you feel pressurised due to family responsibilities during working hours?	67.5	32.5
2	Do you think that your career development has slowed down due to family responsibilities?	54.7	45.3
3	Do you feel that your job has created problem for proper nurturing of your child?	80.7	19.3
4	Do you think your job has forced you to neglect your family?	58	42
5	Do you find it difficult to manage your house and office work particularly looking after your small kid?	71	29
6	In case of conflict between household work and office work, to which one you give preference. Do you give priority to household responsibilities?	46	54
7	Do you think lack of provision of child care facilities at workplace affecting your work?	69	31
8	Do you suggest for provision of child care centre at your work place	87	13
9	Do you suggest flexible work arrangement by hospital authorities for nurses with small kids	91	9
10	Do you suggest for availability of post maternity leave for nurses with new born baby	97	03

From the above data it has been analysed that 67.5% of nurses working in hospital realised that they are more pressurised due to family responsibilities. About 54.7% of women nurses realised that their career development has slowed down because they are over burdened with family liabilities. Majority of respondent agreed that their job leaves less time in looking after their kids and family. As per available data it is found that nearly 71% respondents with small kids find it very difficult to manage their house hold and office work. On the query, in case of conflict between house hold work and office work which one they give preference about 46% respondents reported about giving preference to house hold responsibilities. About 69% of nurses reported that due to lack of provision of child care facilities at workplace is affecting their work. And they suggested for availability of child care facilities for them by the hospital authorities. Maximum proportions of them are in favour of flexible work arrangements to be provided to every working woman to manage their household and office tasks. Again to ease their problem maximum proportion of respondents strongly demanded for availability of post maternity leave for nurses with new born baby.

Measures to be taken to improve the status of nurses working in Private Hospital

The above empirical enquiry unfolded many bottlenecks and unreasonable practices by private hospital authorities which has grossly effected the work life balance of nurses. It was observed that availability of good work life balance leads to increased intake of skilled nurses, reduced turnover, increased job satisfaction level, commitment, dedication and positive health care provision at large.

Work life balance for all working women do not come similar and differ according to establishments and nature of job, but in this study view of respondents are closer to near generalization. However on the basis of findings of the study we have derived the following suggestions for a proper work life balance and improvements in status of women nurses in private hospitals

In qualitative response obtained through FGD, where majority respondents suggested for establishment of work life balance cell or a welfare cell at their work place so to analyse the level of employer's expectation and perception on the work life balance concept. Well being of women nurses should be ensured first. Focusing on the key dimensions of work life balance not merely improve the status of women nurses, it also helps increasing the productivity and morale of workers enriching well being of the hospital too

Maximum proportion of respondents suggested for provision of child care facilities by the hospital authorities, which can enhance their work culture, commitment and dedication

Majority of women nurses working in SUM Hospital suggested for creation of stress free environment in the hospitals. For this, the hospital authorities must provide courses on effective stress management, counselling, awareness and application of technique by specialised team to reduce stress.

As it is quite necessary to understand that married woman with children require more organizational support than their unmarried counterpart. So attention by the hospital authorities towards them is more urgent and needs immediate intervention

At the end special initiatives should be taken by hospital management for improvement of the status of nurse and measure should be initiated towards work life balance related wellness activities such as training and development programme, health awareness programme, programmes on stress and conflict management, multi stake holder workshop on work life balance should be initiated by the authority.

Conclusion:-

The present micro study has found that the number of women joining work force been significantly increased. This study also has found that the status of working women has been greatly deplored in the globalization era. Women working in health industry irrespective of govt or private sector face challenges to maintain work life balance. The scenario in Private hospital is much more deplorable. The findings of the present study clearly expose the pitiable condition of nurses in maintaining work life balance. The present paper on the basis of its findings feels the necessity of addressing immediate problem such as job sharing arrangement, childcare facilities at workplace and a barrier free environment. Besides work flexibility, autonomy should be given to women nurses. Over and above the hospital management should give priority in making the workplace environment more family friendly, so in order to improve the status of women nurses the hospital management should be proactive with introduction of grievance redressal cell. Special initiatives and policies should be framed to reduce work life conflict. It is largely found from the study that the quality of service is intrinsically linked to their status and work life balance issue. The study outcome also observed for a need of corrective measures to be adopted by hospital administration for a periodic review of work life balance and steps to be initiated accordingly.

The present paper unfolds the objective truth that women nurses are more exploited in private hospital facilities in relation to their work efficiency and ability in comparison to their counterpart in government Hospital. So to conclude, the private hospital managements have to pay attention to pursue policies and practices beneficial to women nurses, which can ensure their well being with reference to their work life balance and enhanced their status.

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