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Work-Life Balance of Female Doctors in Pandemic Situation



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ARTICLE INFO	ABSTRACT
<p>Received: 13-07-2021 Received in revised form: 18-08-2021 Accepted: 24-08-2021 Available online: 30-09-2021</p> <hr/> <p>Keywords: Family Support; Job Stress; Organisation Support; Work-Life Balance.</p>	<p>Work-Life Balance (WLB) is an important concept in today's technological scenario. Women find hard to balance house chores and job. As far as female doctors are concerned, they struggle a lot to balance the family and the job. As medical services provided by them is considered as an emergency service, they are supposed to work 24*7. In this pandemic situation, the female doctors have passed through a lot of hardship because they come across Covid 19 patients and are not in a position to go to their homes daily. This paper, aids to comprehend the impact of various factors which influence the WLB. One hundred and two women doctors working in various hospitals of Erode district were considered for the study and Regression Analysis was carried out to analyse the data. It is found that Job Stress, Value of Work-Life, Organisation Support, Chief Doctor Support, Co-Doctor Support and Family Support are having a significant influence on WLB.</p>

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1.0 INTRODUCTION

In today's era, WLB plays a vital role in an organisation (Eikhof *et al.*, 2007). WLB is one where employees can manage both the job and their families (Moore, 2007). Many studies have been done regarding the issues of Job Satisfaction (JS) and nowadays relationship between WLB and JS is gaining significance in all the countries. At the end of 1990, more importance was given to WLB as it was considered a human resource management issue (Bird, 2006). The main reason for stress in an organisation was the lack of WLB practice. In today's world, WLB is very much necessary for increasing productivity. Many variables like a good working environment, motivation, opportunities for advancement, are very much necessary for job satisfaction. It is very much necessary for workers to balance their work and non-work activities. If employees can manage both work and non-activities and then their satisfaction level increases which in turn contributes to maximum output. The medical profession is the most important and holy profession where doctors are considered as God especially during this pandemic situation. Medical professionals are considered emergency service providers.

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Doctors were asked to work day and night and many times doctors were not able to meet their family members for fifteen days because of more chances of transmission of COVID-19. Here the influencing factors of WLB among female Doctors are measured.

1.2 Review of Literature

Data collected through interviews with the human resource managers highlighted the issues of the WLB which are childcare and wealth awareness gender inequality, lack of flexibility and stress. The recommendations which were given are regarding transportation, elderly care and trainee (Rajadhyaksha, 2012). A study was carried out to find out whether WLB varies between highly qualified groups holding a PhD degree and moderately qualified who do not hold a degree. The highly qualified female candidates WLB pattern was good because they received good support from day-care run by the same institution, spouse and grandparents. There needs to be personal politics for the welfare of women regarding their carrier (Schilling, 2015). Research done among the defence officers in Bangalore tried to find out whether WFB varies according to the different Age groups and different experienced groups. A twenty-six-dimension scale was used to evaluate WFB and the researcher found that the total experience and Age of the officers influenced WFB (Choudhary and Singh, 2016). The researcher observed that flexible hours, working part-time, sharing of the job, working in the shifts, reduced hours, career breaks, working from home and study leave helped to improve the WLB among the hospital staff (Yarnal, 2020).

1.3 Objectives

- To find out the factors which influence the WLB among the female doctors in the private hospital of Erode.

2.0 METHODOLOGY USED

This research is descriptive in nature. This study has been carried out in Erode District. Both Primary and secondary data are used. 102 is the sample size. Doctors from various private hospitals located in Erode District are selected. WLB is a dependent variable is and independent variables are Job Stress, Value of Work-Life, Organization Support, Chief Doctor Support, Co-Doctor Support and Family Support. The hypothesis framed are

- **H₀:** Job Stress, Value of Work-Life, Organization Support, Chief Doctor Support, Co-Doctor Support and Family Support are not having a significant influence on WLB

3.0 RESULT AND DISCUSSION

Regression is done to find out whether the independent variables are having a significant impact on WLB. The following Table 1 shows the demographic details of the selected doctors

Table 1 – Shows the Demographic Details

Particulars	Respondents	Frequency	Percentage
Age	23-30	19	18.6
	31-38	29	28.4
	39-46	21	20.6
	Above 46	33	32.35

Educational Qualification	MBBS	21	20.6
	MBBS with Diploma	51	50.0
	MBBS with PG	30	29.4
Marital Status	Single	21	20.6
	Married	81	79.4
Family type	Nuclear	60	58.8
	Joint	42	41.2
Family size	Up to 3	51	50.0
	4 & 5	48	47.1
	6 and above	3	2.9
No. of Children	1	34	33.3
	2	37	36.3
	3	21	20.6
	4 and above	7	6.9
	Nil	3	2.9
Nature of duty	Junior	30	29.4
	Senior	47	46.1
	Resident	25	24.5
Nature of employment	Temporary	87	85.3
	Permanent	15	14.7
Work Experience	Upto 3 years	20	19.6
	4-7 yrs	9	8.8
	8-11 yrs	21	20.6
	above 11 years	52	51.0
Monthly salary	Below 30,000/-	83	81.4
	30,001- 60,000/-	18	17.6
	Above 60,000	1	1.0

Summary

Dependent Variable	: Work-Life Balance (Y)
Independent Variable	: Job Stress (X ₁) Value of Work-Life (X ₂) Organisation Support (X ₃) Chief Doctor Support (X ₄) Co-Doctor Support (X ₅) Family Support (X ₆)
Multiple R-value	: 0.725 ^a
R ² value	: 0.526
Adjusted R ²	: 0.495
F value	: 17.204
p-value	: 0.000

WLB is determined to an extent 52.6% by Job Stress, Value of Work Life, Organisational Support, Chief Doctor Support, Co-Doctor Support and Family Support. Here, Significant value is < 0.01 which infers that WLB is significantly predicted by Job Stress, Value of Work Life, Organisational Support, Chief Doctor Support, Co-Doctor Support and Family Support at 99% of confidence level.

The equation:

$$\text{WLB} = 55.644 + 0.309 \text{ Total Job Stress} - 0.353 \text{ Value of Work Life} - 0.356 \text{ Organisation Support} + 0.303 \text{ Chief Doctor Support} + 2.459 \text{ Co-Doctor Support} + 1.294 \text{ Family Support}$$

4.0 CONCLUSION

From our study, it is seen that Co-Doctor Support is the major contributor to WLB. A doctor will be satisfied if the environment where he/she is working is feasible and the co-doctors are friendly in nature through coordination and helping each other (Hochchild, 1997). The next influencing factor is Family Support. In this pandemic situation support of family members is very essential. Both satisfaction at work and home is necessary for WLB with less conflict (Clark, 2000). Though the doctors hold a 5-year degree, their salary is not under their level of work. Lack of autonomy and recognition is the major challenge of working women which holds in the healthcare sector also. Gender inequality is an important issue faced by women across the globe in the workplace and this needs to be addressed by the management.

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