A STUDY ON VARIABLES RELATED TO THE WORK LIFE BALANCE OF DOCTORS IN TUMKUR CITY

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ABSTRACT
Medical profession is the honourable occupation. Doctors are responsible to build the wellness of the healthful humankind. Doctors have biggest challenges in their work. Most of the doctors leads busy work style. The research paper intention to different variables influence on the work life balance of doctors. Doctors wellness plays an important role for the effective assistance to the patients. This study includes 50 doctors from different specialities of medicine through the simple random method in Tumkur city. This study examines the variables like work environment, family support, and organizational policies. The results of survey has shown the complete level of satisfaction of doctors has found direct relation with work environment support, family support and organizational policies.

Key Words: work life balance, work environment, family support and organizational policies, satisfaction.

INTRODUCTION:
In the medicine profession doctors dedication plays an important role for the wellness of the others. It is a selfless and honourable profession. The doctors profession are challenging and demands more work. The demand of their work makes to sacrifice their family for wellness of the patients. Sometimes the work pressure causes attainable personal life disturbances. Family support enables the doctors to face the challenges in their profession and to work with peace of mind. The proper family members supportive nature and communication promotes emotional safeties of doctors. Family members support helps the doctors to work in their hard times and makes more closeness with their family. Family members positive ways to understand the situation of the doctors profession and supports them to work with more concentration and dedication. Communication and proper discussion of the family members of doctors understanding behaviour enhances the doctors to work in a better manner. Work environment effects the motivation level of the doctors. Good relationship with subordinates effects doctors motivation level. The trust, proper recognition, positive way of communication and respect influence in a positive manner to work. Healthy environment in working place enhances the doctors to work energetically with good spirit. The proper maintenance of hospital physical structure leads to the healthy and neat environment. It influences on the doctors to work with peace of mind. The hospital facilities encourages the doctors to work with more dedication. The proper communication with the doctors increases the good understanding level. Administration department required to show proper attention the environment of the hospitals makes the doctors to work in an efficient and effective manner. Organizational policies makes doing the things in a proper manner. They suggests day to day activities, minimize the mistakes. It provides clarity when dealing the activities with proper judgements. Health care policies manages in a better manner. It helps to understand the responsibilities in a safer manner.

Objectives: The study aims to assess particular variables like, Work Environment support, family support and organizational policies influencing the work life balance of doctors and estimates the effect of the same data observation and pertaining few statistical techniques relating to the data set.

DATA COLLECTION:
Tumkur is the one of the district in Karnataka State with number of reputed private hospitals. Both primary and secondary methods has used for collection of data.

Primary data: Primary data are collected from sources such as surveys, questionnaires and interviews from the doctors in Tumkur City.
Secondary Data: Secondary data include a questionnaire survey to investigate the work environment support, family support and organizational policies in Tumkur City. The study included doctors working in private hospitals. The 50 doctors working in private hospitals located at Tumkur City having 8-10 years of work experience was considered for the study. A structured questionnaire was used to gather data. The data revealed that the influence of the work environment support, family support and organizational policies on work life balance.

The respondents of this study belonged to private hospitals working as doctors in various private hospitals. All the doctors who were full-time employees of the private hospitals were willing to participate were concerned in the study.

Most respondents belonged to the 40-45 years age group. They have expressed their opinions about the support from work place, family and organizational policies.

<table>
<thead>
<tr>
<th>Number of Respondents</th>
<th>Age Group</th>
<th>Numbers of Doctors</th>
<th>Medical Specialists</th>
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</thead>
<tbody>
<tr>
<td>50</td>
<td>40</td>
<td>15</td>
<td>General Physicians</td>
</tr>
<tr>
<td>42</td>
<td>44</td>
<td>12</td>
<td>Cardiologists</td>
</tr>
<tr>
<td>45</td>
<td></td>
<td>13</td>
<td>Neurologists</td>
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<td>Dentists</td>
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Tools Used: The questionnaire included 35 questions. A set of 15 questions were constructed with a 5 point scale format covers strongly agree and strongly disagree and few questions contains the format yes or no. The questions were concerned of each doctor on work environment support, family support and organization policies influence on the work life balance of doctors.

Procedure: Researcher has taken the permission to issue the questionnaire to the doctors from HR department. Then the researcher spend the time with each doctor after taking permission regarding questionnaire.

DISCUSSIONS AND RESULTS:
The data was proceed for estimation. The estimation concerned regarding the variables like work environment, family support and organizational policies for the work life balance of doctors. A total of 50 doctors participated in this study and the results were represented in pie diagrams. Doctors participated in this study belong to the age group of 40 to 45 years, in private hospitals, Tumkur City.

VARIABLE 1
Work Environment Support
Work Environment Support plays an important role for the work life balance of doctors. Good support from subordinates effects the doctors to work in a positive manner. It increase the level of motivation and concentration. Subordinates support brings job satisfaction reduce the work stress. Healthy work environment plays a significant role to bring the positive social relations in the work place and contributes the better work. Work environment support improves the quality of work. Healthy work environment enables the doctors to perform in an effective and efficient manner. Implementation of flexible work during the emergency period for the doctors personal life. Mutual understanding between doctors during tough times is important. Social support in the hospitals helps to manage the stress level. Work support strengthens the professional relationships in a positive manner and increases the level of communication in the hospitals. Work support in the hospitals enhances to maintain the stress management for the doctors and it increases the commitment level. Sub ordinate support is important for the efficiency in their profession. Good work support in the hospitals improves the quality of the work and occupational development. Subordinates support makes high psychological wellness for the doctors. Good work environment enhances the capacity of control and workload management and day to day challenging work. Good work support encourages the healthy communication and builds the team spirit.
The work environment support is a significant variable for the better work life balance. The data base has been divided into 3 categories namely flexible work during the emergency period, mutual understanding and good communication, team work. The pie chart shows that 40% of doctors felt that implementation of flexible work during the emergency period able to manage good work environment support. 35% of doctors felt that mutual understanding between the doctors during tough times helps for the healthy work environment. 25% felt good communication and team work results in positive work environment.

VARIABLE 2: Family Support:
The support from the family is very important for successful career for the doctors. Understanding nature of the family supports to work in a positive manner. Having a spouse with the same profession helps for the better support and understanding capability regarding work demands. Family support improves the quality of patient care and wellness in a better manner. Most of the times doctors are unable to concentrate on their own family members. Even families have high expectations. It results in personal life conflicts and misunderstandings. Understanding the nature of work pressure of doctors from their family members is very important. The concentration and quality of work based on demands depends on the family members support. Sometimes doctors find difficulties and challenges to balance their personal life as well as professional life. Sometimes educated family members can understand the demands and work pressure in a better way.
The family support is another significant variable for the better work life balance. The data base has been divided in to 3 categories namely understanding the work pressure of doctors, Spouse with the same profession, and educated family members. The pie chart shows that 45% of doctors felt that to understand the work pressure of doctors from their family members are able to maintain good relationship with their family. 30% of doctors felt that spouse with the same profession helps better support. 25% felt that educated family members lead to better support for their profession.

**VARIABLE 3:**

**Organizational Policies:**

Hospitals manages the policies for the improvement of the better quality and helps to maintain healthy working environment for the doctors in an organized manner with good administration. Taking care of doctors is an important constituent. Some of the policies contains shift policies, vacation and maintenance of personal hygiene and assignment of different tasks. It is very important that the policies should be an organized manner and easily approachable. Hospital policy management is responsible for the reduction of stress level. Organizational policies maintains the way of doing things in a proper manner. It directs day to day activities in a smooth manner and in systematic way without confusions. Hospitals provide health insurance policies for the doctors. Vacation policies given to doctors to retain in their hospitals. Continuing medical education allowance given by the hospitals for the improvement of their knowledge and update their skills. Retirement benefits are given to the doctors. Providing compensation to the doctors that encourages them to visit more times and makes to increase the quality of work.

The organizational policies is also another significant variable for the better work life balance. The data base has been divided in to 3 categories namely shift policies and vacation, assignment of tasks, retirement benefits. 45% of the doctors have shift policies and vacation facilities. 35% of the doctors have assignment of tasks. 20% of the doctors have retirement benefits.

**REFERENCES:**


Recommendations: Family life is very important for doctors. Hence the management of hospitals has to provide complete support for the benefit of doctors. Management put efforts for retaining the doctors and encourage them to go for stay healthy with regular medical check-up.

REVIEW LITERATURE:

Mehta. Pallavi, Kundnani, Neera (2015): Conducted a study which indicated that Work Life Balance had been done with a view keeping in mind the momentum with which concept had become pervasive due to changing work-life style with major aim to bring an insight in to various forces surrounding it which hinders its equilibrium and solutions to overcome this disequilibrium. The current synthetic review helps in identifying the effects of organization support, work-family conflict, workplace stress and personality on work-life equilibrium.

Lee & Hong (2011) investigated the relative effects of four types of family friendly policies- childcare subsidies, paid leave for family care, telework and alternative work schedule –on turnover rates and effectiveness in federal agencies. The study found that certain family friendly policies helps reduce turnover rate and enhance agency performance. An agency that had a higher satisfaction with childcare subsidy policy showed a lower turnover rate and better agency performance. Alternative work schedule was found to be another program for train effectiveness.

Roehling and Moen (2001) predicted that earnings (salary) schedule flexibility, family friendly work policies and supportiveness of colleagues are related to work and life strain. Non supportiveness of colleagues affects the employee loyalty negatively. They further found that a partner with unstable or low income increases the financial burden on other partner.

Paula Brough and Thomas Kalliath (2009) in their article titled “Work Family Balance: Theoretical and empirical advancements” clearly demonstrated that employees who has high facilitation between work and family roles are objectively healthier, less absent and better performing in their lives. The study provides adequate insights into theoretical perception of work family balance research.
Limitations: The current research has restricted to Tumkur City only. It has focused on doctors working in multi-speciality hospitals. Because of busy schedule of doctors unable to get more valid information for the detailed study in depth.

Findings: The analysis has shown that the work environment support, family support and organizational policies has directly relation with overall work life balance of doctors. The doctors have got more responsibilities with high work pressure. They have the expectations of good work environment support, family support at home and organizational policies benefits. It makes them to work with peace of mind and increase of performance level.

Work environment Support makes effective quality of work, creates healthy relationship between the coordinators and management of stress level with good performance. Family support enhances to bring the positive attitude during the challenges in their profession and quality of work. Organizational policies responsible for the quality of work in organized manner, reduction of stress level and to perform in systematic manner.