

WORKING CONDITIONS OF WOMEN EMPLOYEES IN THE HEALTH SECTOR – A STUDY WITH REFERENCE TO SELECTED HOSPITALS

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Abstract:

Now-a-days hospitals are playing a major role in the current scenario, because of increase in the size of patients those who are visiting the hospitals frequently. The living style of the people, food habits and lack of physical work etc., are the reasons for getting different types of diseases. The current study is an endeavor to depict the work related issues pertaining to women employees in the selected hospitals. Primary data has been collected from the women employees of selected sampling units, by using a structured questionnaire. The sampling units of the present study are: GEMS, KIMS, RIMS, and GMR.

Key Words: Nurses, Night Shifts, Hospitals, Working Hours, Work Related Issues etc.

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Introduction

The condition of working women in India as well as in the entire world in general is considered to be very distressing. Working women in general are subject to discrimination at various levels. The problems and difficulties of working women are multi-dimensional, varying from woman to woman at personal level, and section to section at general level and hence need to be analyzed in depth. There are very serious problems of wages, employment, income and standard of living and sexual harassment among working women. They are not able to get any advantage of social security schemes. Due to their ignorance and illiteracy they are not benefited from present welfare schemes.

As per the International Labour Organization report Time for Equality at work women constitute the single largest group discriminated against at the workplace with low wages, adverse working conditions, low rate of employment and greater insecurity on the basis of race, ethnicity, religion, age and disabilities. The report warns that neglecting the widening socio-economic inequalities in the world of work would not only amount to accepting a “waste of human talent and resources” but could have disastrous effects on social balance and political stability.

There has indeed been a growing realization that the women workers form an integral part of the process of national development. This has made the government make continuous effort to give women workers a better deal in spheres of work and to recognize their contribution to the socio-economic development of the Country. However, what has been done remains a drop in the ocean and the women worker remain exploited and unprotected working hours, conditions of work, wages, types of job and other situation is still not favourable to women workers. Women workers have many problems and problems of working women are more serious.

Objectives of the study:

- To study the work related issues of women employees in health care sector.
- To know the number of hours spent in the hospitals by the employees in a week.
- To recognize the perception of the employees while working in the hospitals.
- To portray the impact of night shifts on women employees working in hospitals.

Methodology:

Data Collection Methods: The data for the present study has been collected by using two methods i.e. primary data and secondary data.

Primary Data: The primary data has been gathered from the sample respondents by using a well structured questionnaire.

Secondary Data: The second hand information has been collected from various journals, hospital records etc.

Statistical tools: The collected data has been analysed by using the statistical tools like tabulation and percentage methods.

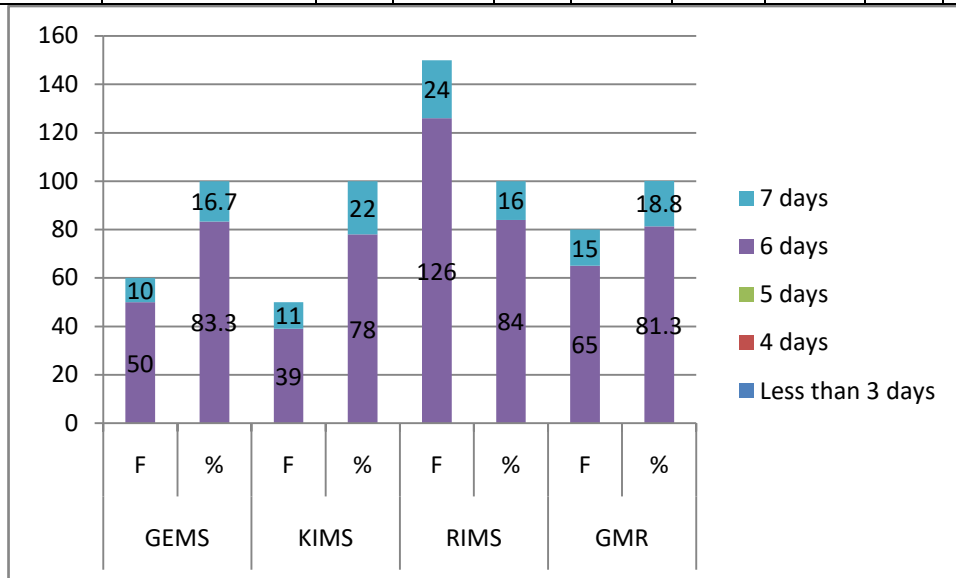
DATA ANALYSYS AND INTERPRETATION

WORKING DAYS IN A WEEK THE EMPLOYEE NORMALLY WORK

In the Private and Public Sector Organisations the employees normally work in a six days for a week. But as well as in the MNC's the working days is only for 5 days in a week.

Table – 1 Normal working days in a week

Sl.No.	Working days	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Less than 3 days	0	0	0	0	0	0	0	0	0	0
2.	4 days	0	0	0	0	0	0	0	0	0	0
3.	5 days	0	0	0	0	0	0	0	0	0	0
4.	6 days	50	83.3	39	78.0	126	84.0	65	81.3	280	82.35
5.	7 days	10	16.7	11	22.0	24	16.0	15	18.8	60	16.67
	Total	60	100	50	100	150	100	80	100	340	100



Graph 1 Normal working days in a week.

The above table discussed about **how the employee normally work in a week**. In **GEMS** the employee is normally work for six days are 83.3% and seven days are 16.7%. In **KIMS** the employee is normally work for six days are 78% and seven days are 22%. In **RIMS** the

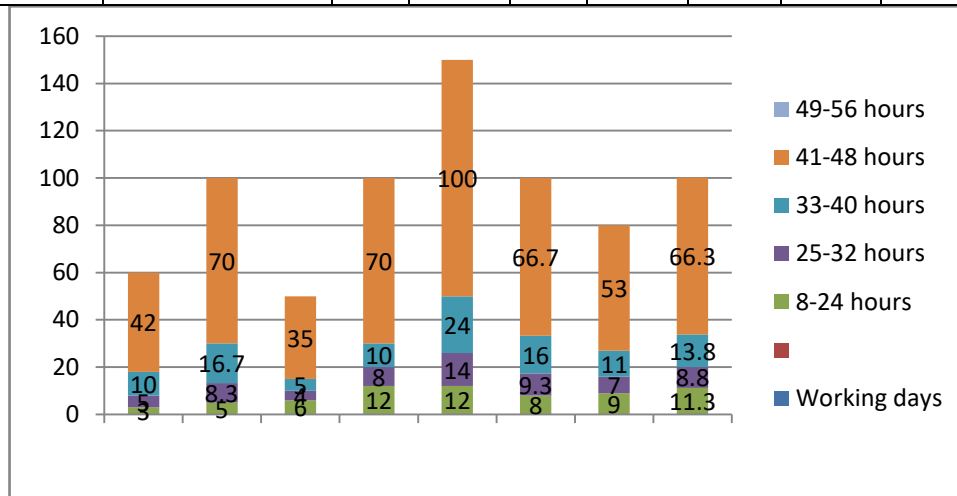
employee is normally work for six days are 84% and seven days are 16%. In **GMR** the employee is normally work for six days are 81.3% and seven days are 18.8%.

HOW MANY HOURS IN A WEEK THE EMPLOYEE NORMALLY WORK

The employee normally works eight hours in a day and two hours for O.T. It equals to 48 hours in a week.

Table - 2 Hours in a week the employee normally work

Sl.No.	Working days	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	8-24 hours	03	5.0	06	12.0	12	8.0	09	11.3	30	8.82
2.	25-32 hours	05	8.3	04	8.0	14	9.3	07	8.8	30	8.82
3.	33-40 hours	10	16.7	05	10.0	24	16.0	11	13.8	50	14.70
4.	41-48 hours	42	70.0	35	70.0	100	66.7	53	66.3	230	67.64
5.	49-56 hours	0	0	0	0	0	0	0	0	0	0
	Total	60	100	50	100	150	100	80	100	340	100



Graph 2 Hours in a week the employee normally work

The above table discussed about **how many hours in a week the employee normally work**. In **GEMS** the employee is normally work for 8-24 hours are 5%, 25-32 hours are 8.3%, 33-40

hours are 16.7%, 41-48 hours are 70%, 49-56 hours are nil. In **KIMS** the employee is normally work for 8-24 hours are 12%, 25-32 hours are 8%, 33-40 hours are 10%, 41-48 hours are 70%, 49-56 hours are nil.. In **RIMS** the employee is normally work for 8-24 hours are 8%, 25-32 hours are 9.3%, 33-40 hours are 16%, 41-48 hours are 66.7%, 49-56 hours are nil.. In **GMR** the employee normally works for 8-24 hours are 11.3% , 25-32 hours are 8.8%, 33-40 hours are 13.8%, 41-48 hours are 66.3%, 49-56 hours are nil.

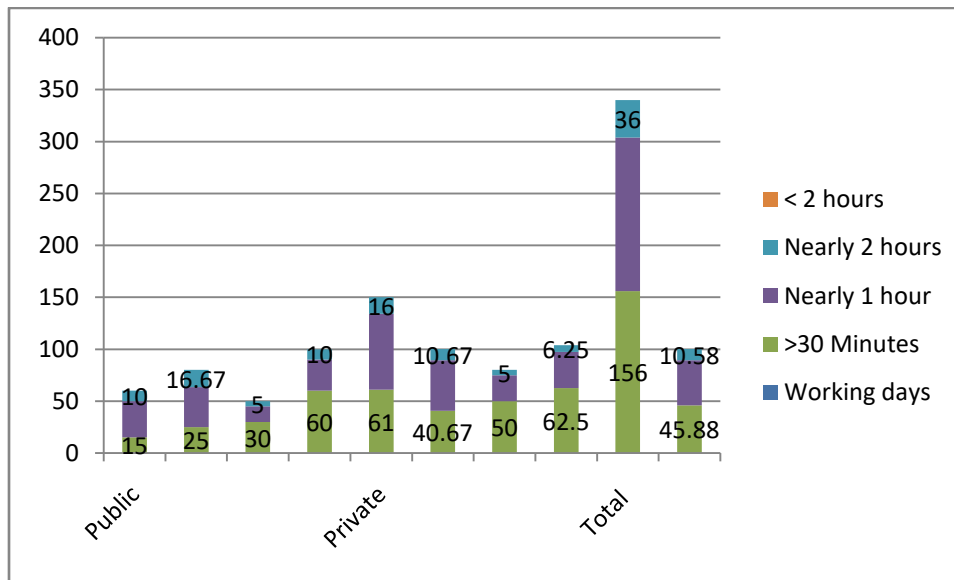
HOW MANY HOURS A DAY THE EMPLOYEE SPEND WHILE TRAVELLING TO WORK

Sl.No.	Working days	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	>30 Minutes	15	25	30	60	61	40.67	50	62.5	156	45.88
2.	Nearly 1 hour	35	38.33	15	30	73	48.67	25	35	148	43.56
3.	Nearly 2 hours	10	16.67	5	10	16	10.67	5	6.25	36	10.58
4.	< 2 hours	0	0	0	0	0	0	0	0	0	0
Total		60	100	50	100	150	100	80	100	340	100

The employee normally travelling a day due to work for > 30 minutes to <2hours to reach the destination.

Sl.No.	Work in shifts	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	General shift/Day shift	35	58.33	26	52	85	56.67	33	41.25	179	52.64
2.	Night Shift	10	16.67	12	24	40	26.67	25	31.25	87	25.58
3.	Alternate shift	15	25	12	24	25	16.67	12	15	64	18.82
	Total	60	100	50	100	150	100	80	100	340	100

Table - 3 Hours a day the employee spend while travelling to work



Graph 3 Hours a day the employee spend while travelling to work

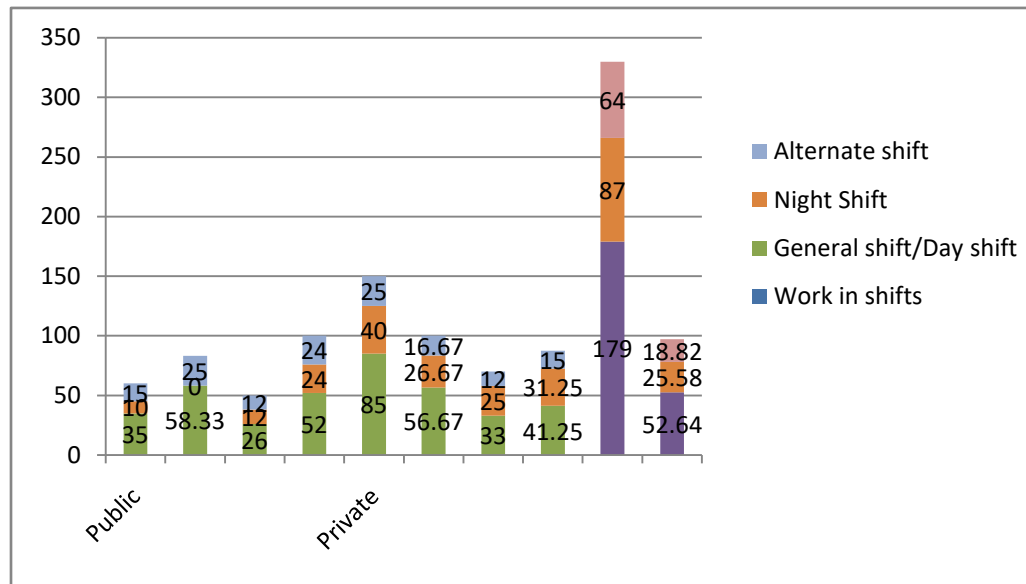
The above table discussed about **How many hours a day the employee spend while travelling to work**. In **GEMS** the employee spend while travelling to work >30 Minutes are 25%, Nearly 1 hour are 38.33%, Nearly 2 hours are 16.67%, < 2hours are nil. In **KIMS** the employee spend

while travelling to work for >30 Minutes are 30% , Nearly 1 hour are 15%, Nearly 2 hours are 5%, < 2hours are nil. In **RIMS** the employee spend while travelling to work>30 Minutes are 40.67%, nearly 1 hour are 48.67%, nearly 2 hours are 10.67%. In **GMR** the employee spend while travelling to work for >30 Minutes are 62.5% , Nearly 1 our are 35%, Nearly 2 hours are 6.25%, > 2hours are nil.

DOES THE EMPLOYEE WORK IN SHIFT

Generally the organisation has to work for three shifts are General shift, Night shift, Alternate Shift.

Table - 4 Employee work in shift



Graph 4 Employee work in shift

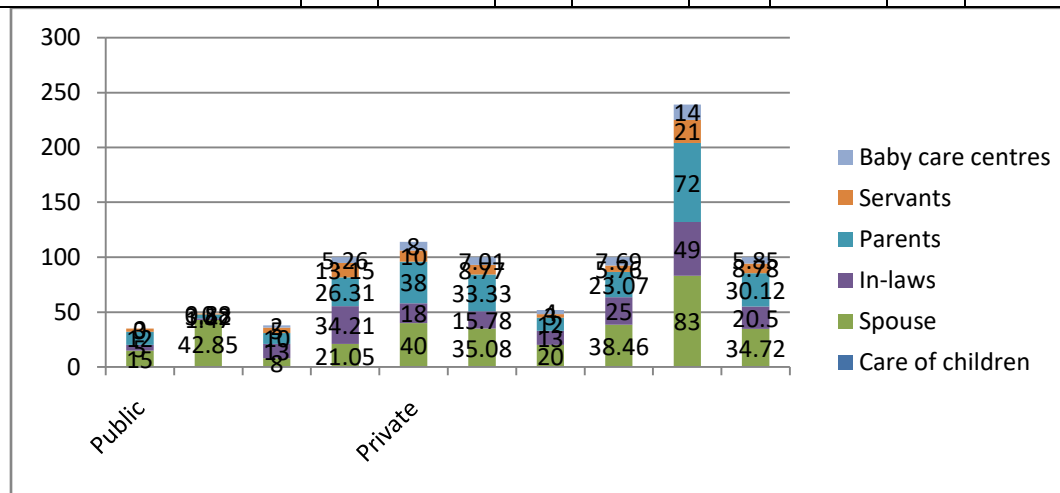
The above table discussed about **Does the employee work in shift**. In **GEMS** the employee works in General shift/Day shift are 58.33%, Night shifts are 16.67%, Alternate shift are 25%. In **KIMS** the employee works in General shift/Day shift are 26%, Night shift are 12%, Alternate shift are 12%.In **RIMS** the employee works in General shift/Day shift are 85%, Night shift are 40%, Alternate shift are 25%.In **GMR** the employee works in General shift/Day shift are 41.25%, Night shift are 31.25%, Alternate shift are 15%.

BEING THE EMPLOYED WOMEN WHO TAKE CARE OF THEIR CHILDREN

When the women employee works in the organisation the women employee generally face the problem to take of their children.

Table - 5 Being the employed women who takes of their children

Sl.No.	Care of children	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Spouse	15	42.85	8	21.05	40	35.08	20	38.46	83	34.72
2.	In-laws	5	1.47	13	34.21	18	15.78	13	25	49	20.50
3.	Parents	12	3.52	10	26.31	38	33.33	12	23.07	72	30.12
4.	Servants	3	0.88	5	13.15	10	8.77	3	5.76	21	8.78
5.	Baby care centres	0	0	2	5.26	8	7.01	4	7.69	14	5.85
Total		60	100	50	100	150	100	80	100	239	100



Graph 5 Being the employed women who takes care of their children

The above table discussed about **Being the employed women who takes of their children**. In **GEMS** the employee children takes care of spouse are 42.85%, In-laws are 1.47%, Parents are 3.52%, Servants are 0.88%, Baby care centres are nil. In **KIMS** the employee children takes care of spouse are 21.05%, In-laws are 34.21%, Parents are 26.31%, Servants are 13.15%, and Baby care centres are 5.26%. In **RIMS** the employee children takes care of spouse are 35.08%, In-laws are 15.78%, Parents are 33.33%, Servants are 8.77%, Baby care centres are 7.01%. In **GMR** the

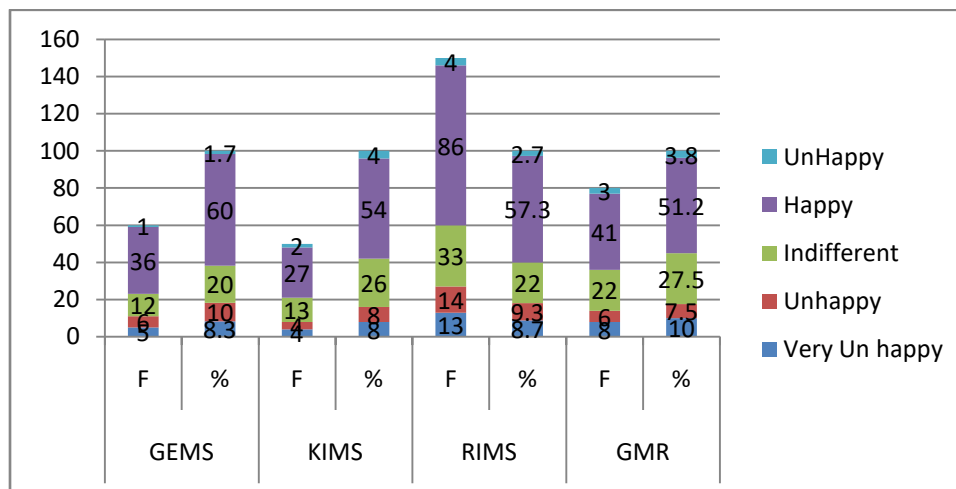
employee children takes care of spouse are 38.46%, In-laws are 25%, Parents are 23.07%, Servants are 5.76%, Baby care centres are 7.69%.

HOW THE EMPLOYEE FEEL ABOUT AMOUNT OF TIME SPENT IN HOSPITAL

The employee works in the organisation it will leads to satisfaction and dissatisfaction of the employee.

Table - 6 How the employee feel about amount of time spent at hospital

Sl.No.	Time spent at hospital	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Very Un happy	05	8.3	04	8.0	13	8.7	08	10.0	30	8.82
2.	Unhappy	06	10.0	04	8.0	14	9.3	06	7.5	30	8.82
3.	Indifferent	12	20.0	13	26.0	33	22.0	22	27.5	80	23.52
4.	Happy	36	60.0	27	54.0	86	57.3	41	51.2	190	55.88
5.	Very Happy	01	1.7	02	4.0	04	2.7	03	3.8	10	2.94
Total		60	100	50	100	150	100	80	100	340	100



Graph 6 The employee feel about the time spent at hospital

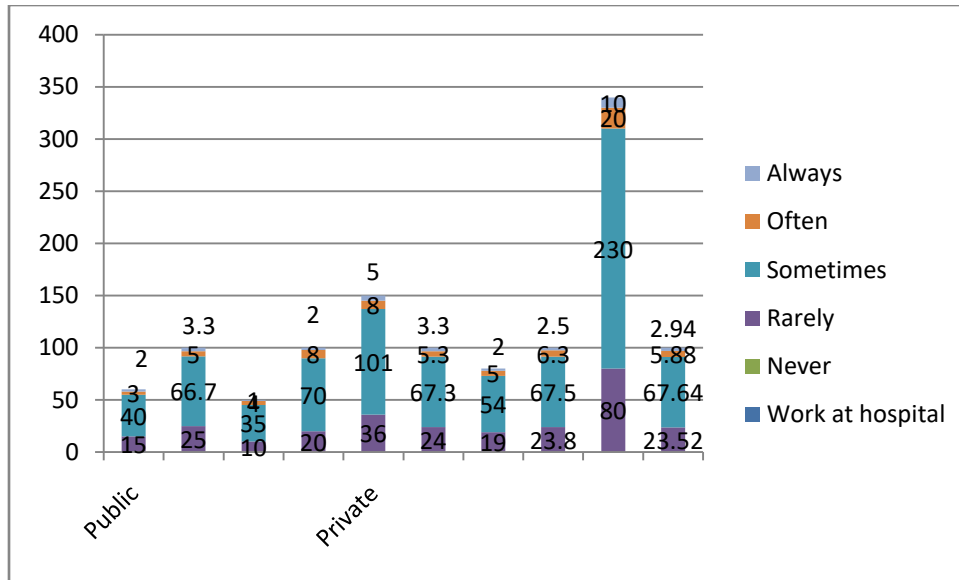
The above table discussed **the employee feel about amount of time spent at hospital**. In **GEMS** the employee feel about of time spent at hospital very unhappy are 8.3%, unhappy are 10%, Indifferent are 20%, Happy are 60%, Unhappy are 1.7%. In **KIMS** the employee feel about of time spent at hospital very unhappy are 8%, unhappy are 8%, Indifferent are 26%, Happy are 54%, Unhappy are 4%. In **RIMS** the employee feel about of time spent at hospital very unhappy are 8.7%, unhappy are 9.3%, Indifferent are 22%, Happy are 57.3%, Unhappy are 2.7%. In **GMR** the employee feel about of time spent at hospital very unhappy are 10%, unhappy are 7.5%, Indifferent are 27.5%, Happy are 51.2%, Unhappy are 3.8%.

Sl.No.	Work at hospital	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Never	0	0	0	0	0	0	0	0	0	0
2.	Rarely	15	25.0	10	20.0	36	24.0	19	23.8	80	23.52
3.	Sometimes	40	66.7	35	70.0	101	67.3	54	67.5	230	67.64
4.	Often	03	5.0	04	8.0	08	5.3	05	6.3	20	5.88
5.	Always	02	3.3	01	2.0	05	3.3	02	2.5	10	2.94
Total		60	100	50	100	150	100	80	100	340	100

DOES THE EMPLOYEE EVER FEEL TIRED OR DEPRESSED ABOUT THEIR WORK IN HOSPITAL

The employee working the long hours feel tired or depressed at the work place.

Table - 7 Employee ever feel tired or depressed about their work in hospital



Graph 7 Employee ever feel tired or depressed about their work in hospital

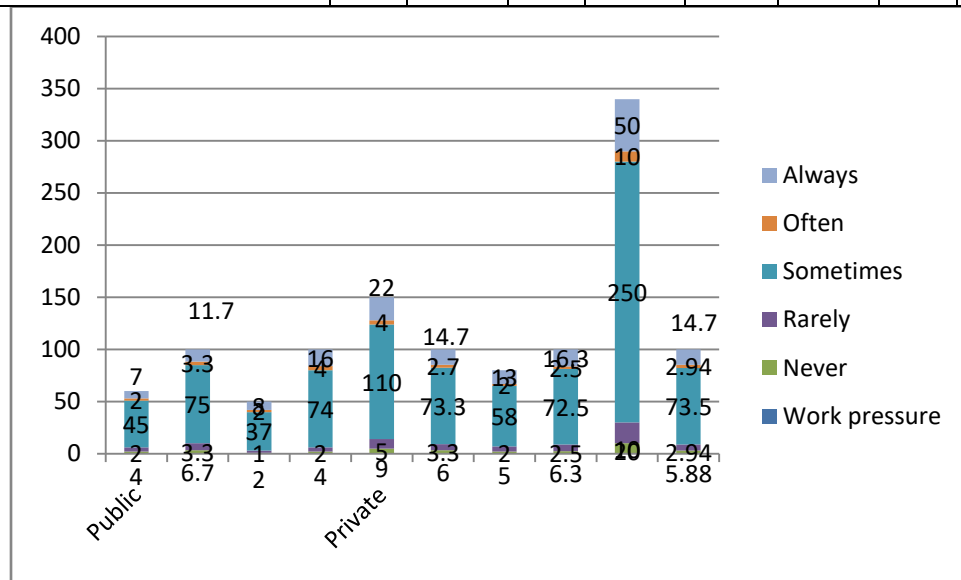
The above table shows **how the employees feel tired or depressed about their work in hospital**. In **GEMS** the employee feel tired or depressed about their work in the hospital rarely are 25%, sometimes are 66.7%, often are 5%, and always are 3.3%. In **KIMS** the employee feel tired or depressed about their work in the hospital rarely are 20%, sometimes are 70%, Often are 8%, Always are 2%. In **RIMS** the employee feel tired or depressed about their work in the hospital rarely are 24%, sometimes are 67.3%, often are 5.3%, and always are 3.3%. In **GMR** the employee feel tired or depressed about their work in the hospital rarely are 23.8%, sometimes are 67.5%, often are 6.3%, and always are 2.5%.

DOES THE EMPLOYEE MISS OUT ON ANY QUALITY TIME WITH THE FAMILY OR FRIENDS BECAUSE PRESSURE OF WORK

Due to work pressure the employee has no time to spend the quality of time for her family members.

Table 8 Employee miss out on any quality time with family or friends because pressure of work.

Sl.No.	Work pressure	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Never	02	3.3	01	2.0	05	3.3	02	2.5	10	2.94
2.	Rarely	04	6.7	02	4.0	09	6.0	05	6.3	20	5.88
3.	Sometimes	45	75.0	37	74.0	110	73.3	58	72.5	250	73.5
4.	Often	02	3.3	02	4.0	04	2.7	02	2.5	10	2.94
5.	Always	07	11.7	08	16.0	22	14.7	13	16.3	50	14.70
Total		60	100	50	100	150	100	80	100	340	100



Graph 8 Employee miss out on any quality time with family or friends because pressure of work

The above table depicts **how the employee miss out on any quality time with their family or friends because of work pressures in hospital.** In GEMS the employee miss out on any quality time with their family or friends because of work pressures in the hospital Never are 3.3%,

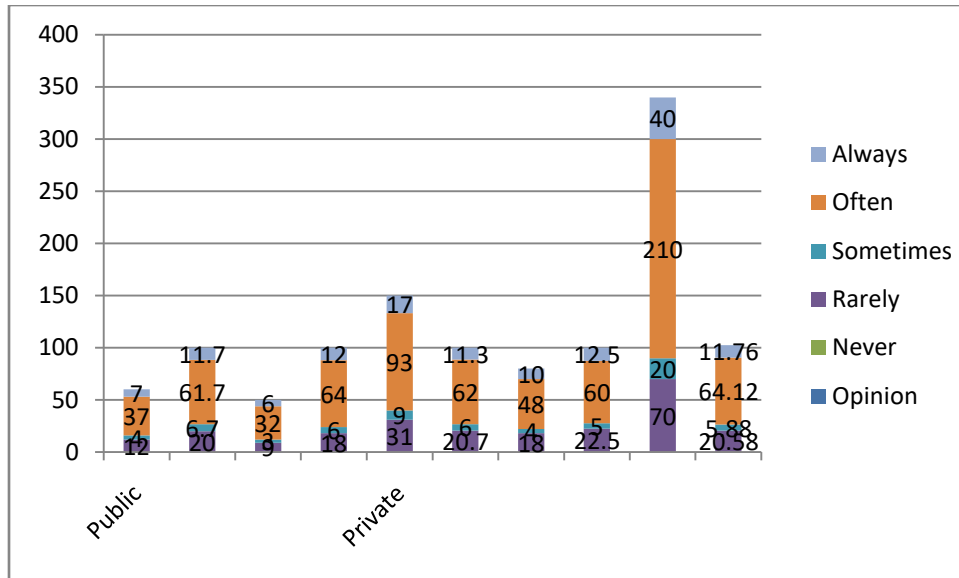
Rarely are 6.7%, Sometimes are 75%, Often are 3.3%, Always are 11.7%. In **KIMS** the employee miss out on any quality time with their family or friends because of work pressures in the hospital Never are 2%, Rarely are 4%, Sometimes are 74%, Often are 4%, Always are 16%. In **RIMS** the employee miss out on any quality time with their family or friends because of work pressures in the hospital Never are 3.3%, Rarely are 6%, Sometimes are 73.3%, Often are 2.7%, Always are 14.7%. In **GMR** the employee miss out on any quality time with their family or friends because of work pressures in the hospital never are 2.5%, rarely are 6.3%, sometimes are 72.5%, often are 2.5%, and always are 16.3%.

DOES THE EMPLOYEE HAVE TIME AND ENERGY TO FULFIL THEIR RESPONSIBILITIES OUTSIDE OF THEIR SATISFACTION?

After fulfil of their duties the nurses have the time to fulfil their responsibilities to the satisfaction.

Table - 9 Employee have time and energy to fulfil their responsibilities outside of their satisfaction

Sl.No.	Opinion	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Never	0	0	0	0	0	0	0	0	0-	0
2.	Rarely	12	20.0	09	18.0	31	20.7	18	22.5	70	20.58
3.	Sometimes	04	6.7	03	6.0	09	6.0	04	5.0	20	5.88
4.	Often	37	61.7	32	64.0	93	62.0	48	60.0	210	64.12
5.	Always	07	11.7	06	12.0	17	11.3	10	12.5	40	11.76
Total		60	100	50	100	150	100	80	100	340	100



Graph 9 Does the employee have time and energy to fulfil their responsibilities outside of their satisfaction

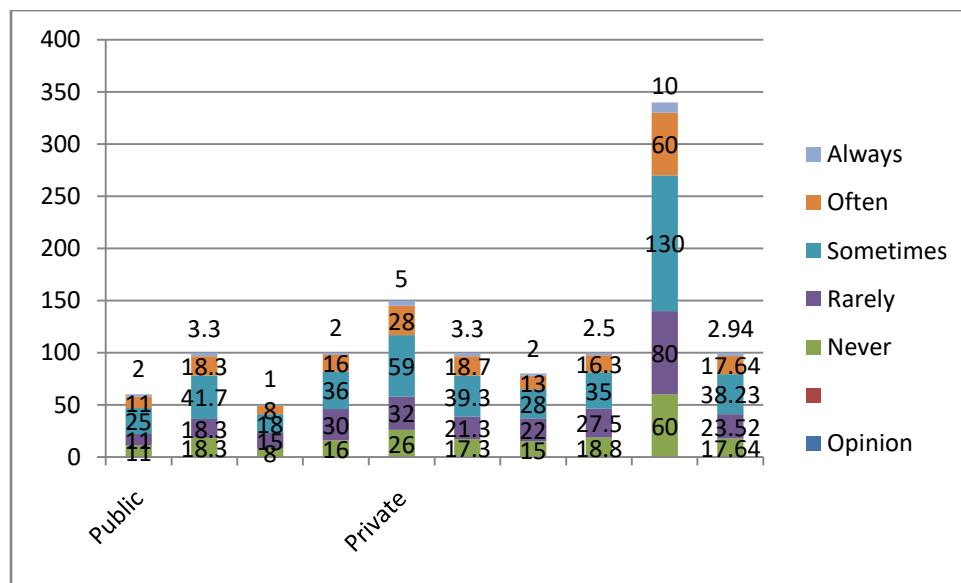
The above table depicts **how the employee has time and energy to fulfil their responsibilities outside of their satisfaction in hospital**. In **GEMS** the employee has time and energy to fulfil their responsibilities outside of their satisfaction in the hospital Never are nil, Rarely are 20%, Sometimes are 6.7%, Often are 61.7%, Always are 11.7%. In **KIMS** the employee have time and energy to fulfil their responsibilities outside of their satisfaction in the hospital Never are nil, Rarely are 18%, Sometimes are 6%, Often are 64%, Always are 12%. In **RIMS** the employee has time and energy to fulfil their responsibilities outside of their satisfaction in the hospital Never are nil, Rarely are 20.7%, Sometimes are 6%, Often are 62%, Always are 11.3%. In **GMR** the employee has time and energy to fulfil their responsibilities outside of their satisfaction in the hospital Never are nil, Rarely are 22.5%, Sometimes are 5%, Often are 60%, Always are 12.5%.

DOES THE EMPLOYEE PARTNER OR CHILDREN EVER COMPLAIN THAT THEY DON'T HAVE ENOUGH QUALITY TIME FOR THEM

The women employee has to work in the health sector she has to face lot of pressures from the organisation

Sl.No.	Opinion	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Never	11	18.3	08	16.0	26	17.3	15	18.8	60	17.64
2.	Rarely	11	18.3	15	30.0	32	21.3	22	27.5	80	23.52
3.	Sometimes	25	41.7	18	36.0	59	39.3	28	35.0	130	38.23
4.	Often	11	18.3	08	16.0	28	18.7	13	16.3	60	17.64
5.	Always	02	3.3	01	2.0	05	3.3	02	2.5	10	2.94
Total		60	100	50	100	150	100	80	100	340	100

Table - 10 Employee partner or children ever complain that they don't have enough quality time for them



Graph 10 Employee partner or children ever complain that they don't have enough quality time for them

The above table depicts how the employee partner or children ever complain that they don't have enough quality of time for them. In GEMS the employee partner or children ever

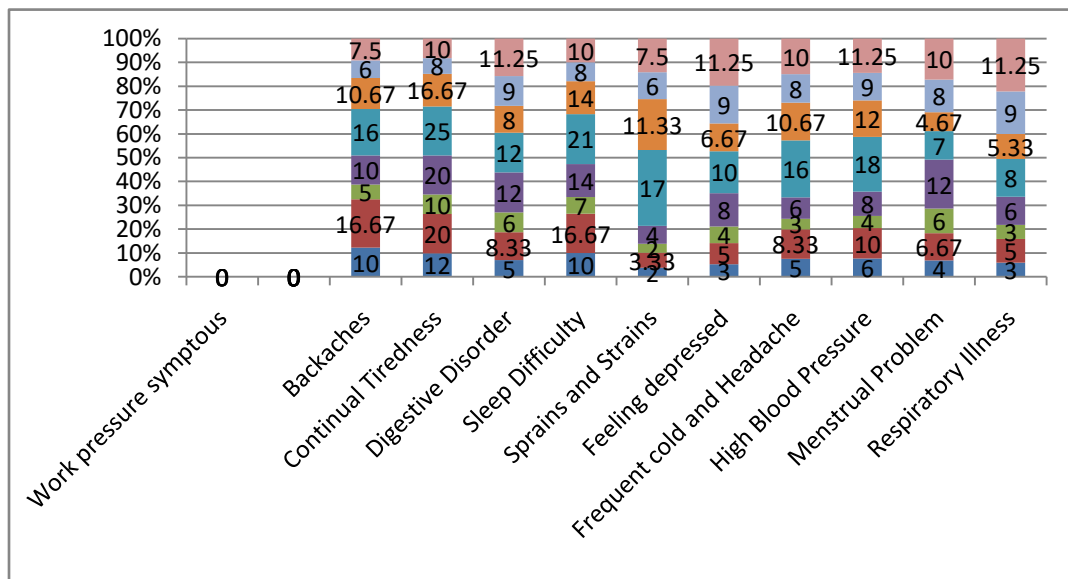
complain that they don't have enough quality of time for them Never are 18.3%, Rarely are 18.3%, Sometimes are 41.7%, Often are 18.3%, Always are 3.3%. In **KIMS** the employee partner or children ever complain that they don't have enough quality of time for them Never are 16%, Rarely are 30%, Sometimes are 36%, Often are 16%, Always are 2%. In **RIMS** the employee partner or children ever complain that they don't have enough quality of time for them Never are 17.3%, Rarely are 21.3%, Sometimes are 39.3%, Often are 18.7%, Always are 3.3%. In **GMR** the employee partner or children ever complain that they don't have enough quality of time for them Never are 18.8%, Rarely are 27.5%, Sometimes are 35%, Often are 16.3%, Always are 2.5%.

HAVE THE EMPLOYEE EXPERIENCED ANY OF THE FOLLOWING SYMPTOMS AS A RESULT OF NIGHT SHIFT.

Due to work pressure in the hospitals the women nurses have to face so many side effects are Backaches, Continual tiredness, Digestive Disorder, Sleep difficulty, Sprains and Strains, Feeling Depressed, Frequent cold and Headache, High Blood Pressure, Menstrual Problem, Respiratory illness.

Table 11 Employee experienced any of the following symptoms as a result of night shift

Sl.No.	Work pressure symptoms	Public				Private			
		GEMS		KIMS		RIMS		GMR	
		F	%	F	%	F	%	F	%
1.	Backaches	10	16.67	5	10	16	10.67	6	7.5
2.	Continual Tiredness	12	20	10	20	25	16.67	8	10
3.	Digestive Disorder	5	8.33	6	12	12	8	9	11.25
4.	Sleep Difficulty	10	16.67	7	14	21	14	8	10
5.	Sprains and Strains	2	3.33	2	4	17	11.33	6	7.5
6.	Feeling depressed	3	5	4	8	10	6.67	9	11.25
7.	Frequent cold and Headache	5	8.33	3	6	16	10.67	8	10
8.	High Blood Pressure	6	10	4	8	18	12	9	11.25
9.	Menstrual Problem	4	6.67	6	12	7	4.67	8	10
10.	Respiratory Illness	3	5	3	6	8	5.33	9	11.25
Total		60	100	50	100	150	100	80	100



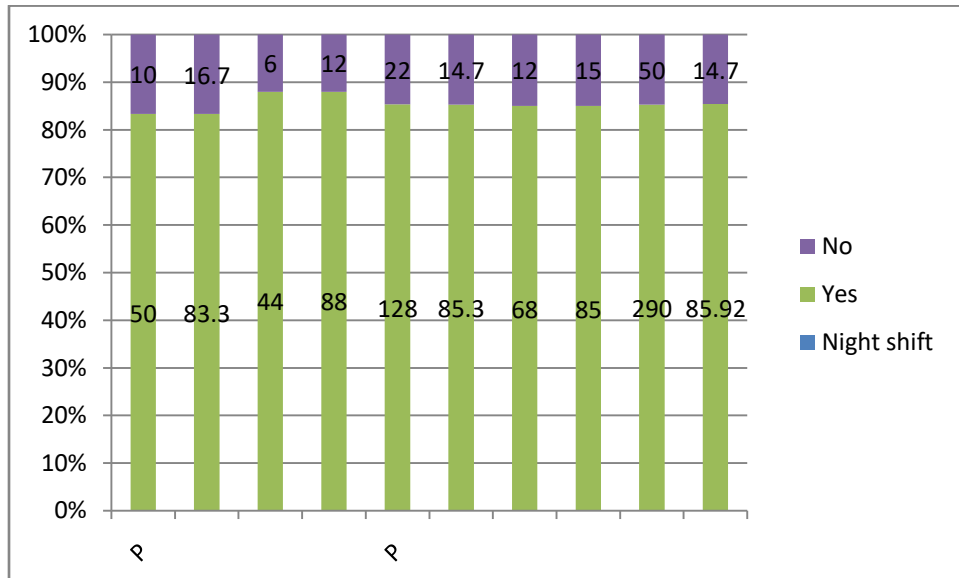
Graph 11 Have the employee experienced any of the following symptoms as a result of night shift

From the above table discussed about **the women nurses faced the problems when they do their duty in night shift**. In **GEMS** the nurses suffered with the symptoms of Backaches are 16.67%, Continual Tiredness are 20%, Digestive Disorder are 8.33%, Sleep Difficulty are 16.67%, Sprains and strains are 3.33%, Feeling depressed are 5%, Frequent Cold and Head ache are 8.33%, High Blood Pressure are 10%, Menstrual Problem are 6.67%, Respiratory Illness are 5%. In **KIMS** the nurses suffered with the symptoms of Backaches are 10%, Continual Tiredness are 20%, Digestive Disorder are 12%, Sleep Difficulty are 14%, Sprains and strains are 4%, Feeling depressed are 8%, Frequent Cold and Head ache are 6%, High Blood Pressure are 8%, Menstrual Problem are 12%, Respiratory Illness are 6%. In **RIMS** the nurses suffered with the symptoms of Backaches are 10.67%, Continual Tiredness are 16.67%, Digestive Disorder are 8%, Sleep Difficulty are 14%, Sprains and strains are 11.33%, Feeling depressed are 6.67%, Frequent Cold and Head ache are 10.67%, High Blood Pressure are 12%, Menstrual Problem are 4.67%, Respiratory Illness are 5.33%. In **GMR** the nurses suffered with the symptoms of Backaches are 7.5%, Continual Tiredness are 10%, Digestive Disorder are 11.25%, Sleep Difficulty are 10%, Sprains and strains are 7.5%, Feeling depressed are 11.25%, Frequent Cold and Head ache are 10%, High Blood Pressure are 11.25%, Menstrual Problem are 10%, Respiratory Illness are 11.25%.

CAN THE EMPLOYEE CONTACTED READY AT WORK IN HOME IN CASE OF EMERGENCIES IN HOSPITAL

Are the nurses available at home when the patients or doctors call them even in case of emergencies occurred in the hospital?

Table – 12 can the employee contacted ready at work in home in case of emergencies in hospital



Graph 12 Can the employee contacted ready at work in home in case of emergencies in hospital

The above table explains **the employee contacted ready at work in home in case of emergencies in hospital**. In **GEMS** the employee contacted ready at work in home in case of emergencies in hospital yes are 83.3%, No are 16.7%. In **KIMS** the employee contacted ready at work in home in case of emergencies in hospital Yes are 88%, No are 12%. In **RIMS** the employee contacted ready at work in home in case of emergencies in hospital yes are 85.3%, No are 14.7%. In **GMR** the employee contacted ready at work in home in case of emergencies in

Sl.No	Night shift	Public				Private				Total	
		GEMS		KIMS		RIMS		GMR			
		F	%	F	%	F	%	F	%	F	%
1.	Yes	50	83.3	44	88.0	128	85.3	68	85.0	290	85.92
2.	No	10	16.7	6	12.0	22	14.7	12	15.0	50	14.70
Total		60	100	50	100	150	100	80	100	340	100

hospital yes are 85%, No are 15%.

Findings:

1. 66.7% of the respondents have system of working hours negatively affects the life in GEMS, 56% of the respondents have system of working hours negatively affects the life in KIMS, 63.3% of the respondents have system of working hours negatively affects the life in RIMS, 58.8% of the respondents have system of working hours negatively affects the life in GMR.
2. 46.7% of the respondents have a policy for vacation is appropriate for the employee and family in GEMS, 52% of the respondents have a policy for vacation is appropriate for the employee and family in KIMS, 48.7% of the respondents have a policy for vacation is appropriate for the employee and family in RIMS, 53.8% of the respondents have a policy for vacation is appropriate for the employee and family in GMR.
3. 51.7% of the respondents have ability to balance work with family needs in GEMS, 58% of the respondents have ability to balance work with family needs in KIMS, 54.7% of the respondents have ability to balance work with family needs in RIMS, and 60% of the respondents have ability to balance work with family needs in GMR.
4. 66.7% of the respondents have energy left after work in GEMS, 56% of the respondents have energy left after work in KIMS, 64% of the respondents have energy left after work in RIMS, 57.5% of the respondents have energy left after work in GMR.
5. 68.3% of the respondents say that there is an Important to have on-site/near child care services in GEMS, 68% of the respondents say that there is an important to have on-site/near child care services in KIMS, 70.7% of the respondents say that there is an important to have on-site/near child care services in RIMS, 73.8% of the respondents say that there is an Important to have on-site/near child care services in GMR.

Conclusion:

All the women employees should be given certain guidelines regarding to physical and psychological support with regard to management of work place and family. A committee has to be formulated in the hospitals consisting of senior nursing staff and medical doctors should provide counseling and guidance to the nursing staff, particularly the younger staff. Absenteeism draws major attention, hence, it is necessary to assess leave requirements of nursing staff and support them if necessary. Most of the nursing staff is affected by work stress which has to be tackled by providing training, counseling and other possible modes of support. By executing the

above guide lines the hospitals can reduce the absenteeism and stress among the nurses working in the hospitals.

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