

## 62.FEMALE NURSES IN PRIVATE SECTOR: THEIR PROBLEMS AND PROSPECTS IN CHANGING SCENARIO OF CHALLENGING WORLD

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### ABSTRACT

Nursing is a challenging job and issues arise that are out of your control. Some are direct results of communication and integrations amongst nurses. The study shows that, majority (75% )of the respondents opined that they have no mental stress for job pressure. While, about 12.5% of respondents opined they have mental stress at great extent. The sampling technique is simple random sampling which consist of 30 respondents randomly selected from a private hospital in Trivandrum district in Kerala with the tool consist of interview schedule. In general, Nurses of those females who face a lot of stress whether mental or physical are being pressurized by work. They are unable to devote time to their family and to themselves because of work and this leaves to disturbance between work and life further affecting their occupational life.

### INTRODUCTION

Nursing can be described as both an art and a science a heart and a mind. However nursing has a unifying ethos in assessing a patient nurses do not just consider test results through the critical thinking exemplified in the nursing process( see below),nurses use their judgment to integrate objective data with subjective

experience of a patients biological physical and behavioral needs. This ensures that every patient, from city hospital to community health center; state prison to summer camp , receives that best possible care regardless of who they are, or where they may be. Responsibilities can range from making acute treatment decisions to providing inoculation in schools. The key unifying characteristic in every role is the skill and drive that it takes to be a nurse. All nurses complete a rigorous program of extensive education and study and work directly with patients families and communities using the core values of the nursing process .In the united of the nursing roles can be divided into three categories by the specific responsibilities they undertake. There are over 4 million registered nurses in the united states today that means that one in every 100 people is a registered nurse. Nurses are in every community-large and small providing expert care from birth to the end of life According to the January 2012 "united states registered nurse workforce report care and shortage forecast " in the American journal of medical quality a shortage of registered nurses is projected to spread across the country between 2009 and 2030 . In this state by state analysis the authors forecast the RIN shortage to be most intense in the south and west. Nurse's roles

range from direct patient care and case management to establishing nursing practice standards developing quality assurance procedures and directing complex nursing care system

**STATEMENT OF PROBLEM**

Nursing is the protection, promotion and Optimization of health and abilities, prevention of illness and injury, facilitation of healing alleviation of suffering through the diagnosis and treatment of human responses, and advocacy in the care of individuals. Families, groups, communities, and populations, it is a profession within the Healthcare sector focused on the care of individuals, families and their communities so they may attain, maintain or recover optimal health and quality of life. Nursing is a challenging job and issues arise that are out of your control. Some are direct results of communication and integrations

amongst nurses.

**OBJECTIVES**

- 1.To know the socio- economic condition and working conditions of nurses in different Private hospitals.
- 2.To find out the socio -economic problems of nurses in different private hospitals.
- 3.To understand the work- life balance of nurses.

**METHODOLOGY**

Quantitative research methods are used for the study. The research design used for the study is descriptive in nature. The sampling technique is simple random sampling which consist of 30 respondents randomly selected from a private hospital in Trivandrum district in Kerala with the tool consist of interview schedule.

**ECONOMIC AND WORKING CONDITIONS AND PROBLEMS OF NURSES**

<b>Gender discrimination at work situation</b>		
<b>Gender discrimination</b>	<b>No of Respondents</b>	<b>Percentage</b>
Yes	10	25%
No	30	75%
Total	40	100

Source: Primary Data

This table shows that above 75% of the respondents are facing gender discrimination at work situation and 25%of the respondents are not gender discrimination at work situation. Therefore it can be assume that gender discrimination is a serious problem any nurses in private sector.

**Difficult to treat the patients**

<b>Difficult to treat</b>	<b>No of Respondents</b>	<b>Percentage</b>
Female	32	80%
Male	8	20%
Total	40	100

This table shows that, about 80% of the respondents are facing difficult to treat female patients. While ,20% of the respondents are opined that they are facing difficult to treat male patients at the work time. The nature of patients are different with regard to time, place and situations. It is difficult for them to treat and consider all those patients in an effective manner.

## Support from family in meeting job demands

Support from family	No of Respondents	Percentage
Yes	35	87.5
No	5	12.5
Total	40	100

Source: Primary Data

According to the table, about 87.5% of the respondents are opined that they are getting support from family in meeting job demands. Which 12.5% of respondents says that no support from family in meeting job demands. So the respondents are getting a valuable support from their family. Here the study also focus that the female nurses are working not only for themselves but for their family too. Therefore the support from their family is an essential factor for their working survival.

## Problems at night duties

Problems	No of Respondents	Percentage
In proper bathroom facilities	1	2.5
Dunkers	4	10
Miss behavior	5	12
Physical /health/problem	10	25
No problem	20	50
Total	40	100

Source : Primary Data

The table shows that, majority (50%) of respondents is says that no problems at night duties. While the about 2.5% of respondents say in proper bathroom facilities all a big problem regarding their job at night. These problems highlights their working conditions are being very much suffocated and underserving.

## THE WORK- LIFE BALANCE OF NURSES

The work life balance is an important thing as the profession of nurses are concerned. Their nature of work and copup with family constitute a desirable situation to maintain stable life in society. Clarke, Koch and Hill (2004, p. 121) state that work-life balance (WLB) is an "equilibrium or maintaining overall sense of harmony in life". Clark (2000, p.751 ) describes WLB as "satisfaction and good functioning at work and at home, with a minimum of role conflict".

## Mental stress for job pressure

Mental stress	No of Respondents	Percentage
To some extent	5	12.5%
To great extent	5	12.5%
Not at all	30	75%
Total	40	100

This table shows the mental stress nurses suffer in relation with their job. The study shows that, majority (75% ) of the respondents opined that they have no mental stress for job pressure. While, about 12.5% of respondents opined they have mental stress at great extent. SO it can be assume that mental stress and tensions are common among the female nurses in their job.

**Work strain during over time**

<b>Work strain</b>	<b>No of Respondents</b>	<b>Percentage</b>
Easy	28	70%
Tough	9	22.5%
Very tough	3	7.5%
Total	40	100

Source: Primary Data

This table shows the work strain of the female nurses from their job. It is clear from the table that, about 70% of the respondents are in the opinion of their work is easy. At the same time about 22.5% of respondents are responded that their work is very tough. Only 7.5% of the respondents are in the opinion of their work is very tough. Therefore it can be assumed that majority of the respondents are taking.

**Sufficient time for house hold duties**

<b>Get sufficient time</b>	<b>No of Respondents</b>	<b>Percentage</b>
Yes	30	75%
No	10	25%
Total	40	100

Source: Primary Data

This table shows that, about 75% of respondents are getting sufficient time for house hold duties. While, about 25% of respondents are do not getting sufficient time for house hold duties. Their for it can be assumed that majority of respondents are getting sufficient time for house hold duties which in turn affect their work and life balance adversely.

**Participate in family get together and social function**

<b>Participation</b>	<b>No of Respondents</b>	<b>Percentage</b>
Yes	26	65%
No	14	35%
Total	40	100

Source: Primary Data

The above table shows the participation of female nurses in social and family gatherings along with their job. This table shows that, about 65% of respondents are participating in family get together and social function. At the same time, about 35% respondents are do not participate in family get together and social function. Therefore it can be assumed that majority are participate in family get together and social function and they require sufficient time to take part in social gatherings.

**Satisfied in meeting both house hold activities and children's study**

Satisfied	No of Respondents	Percentage
Yes	35	87.5%
No	5	12.5%

Source: Primary Data

It is clear from the table that, about 87.5% of respondents are satisfied in meeting both house hold activities and children's study only and 12.5% of respondents are do not satisfied in meeting both house hold activities and children's study. Therefore it can be assume that majority of the respondents are satisfied in meeting both house hold activities and children's study.

**MAJOR FINDINGS**

- The unit of the study is married nurses, with in the age of 23-45 working in private hospitals in Trivandrum district

- About 50% of the respondents are belongs to the middle age group. Young aged respondents are few and old aged respondents are very not many in number compared with that of middle group.

- Majority of the respondents almost equally belongs to the Hindu and Christian religion.

- About 75% of the respondents are having a monthly income between Rs. 10001/to Rs. 20000/-.

- About 70% of the respondents are completed their graduation.

- The concept of forced over time work is very less in the working institutions. No one always and often faced the problem.

- About half of the respondents react that they are always give the preference to their family then promotional life while 50 percentage

- The 73.3% of the respondents react that they often satisfied and 6.7% highly and strongly satisfied with the leisure and duty facilities they are getting.

- Exactly half of the respondents (50%) are getting that their husband equally shares household activities, but 40% of the respondents are react that partner shares child caring responsibilities.

- About 75% of respondents are getting Festival allowances

- About 95.5% of respondents are do not havehealth insurance for working institutions. Only 5% of respondents are having health insurance for working institutions.

- It is found that 95% of the respondents are getting leave in any emergency situations. Only 5% of respondents are do not getting leave in emergency situations.

- It's also found that 87.5% of the respondents are satisfied with their current work environment. About 12.5% are Dis-satisfied with their work environment.

- 70% of the respondents are works for 8 hours in each day. 25% of the respondents are working during 6 hours in each day. Only 5% of respondents are working during 4 hours

- The study shows that 52.5% of respondents do not have additional savings from there salary, about 47.5% having additional savings from salary

- About 50%of respondents are not at all missing any family functions due to their profession. About 25% of respondents are rarely missed family functions due to their profession. About 20% of respondents are some times missed their family functions.

- It is found that 77.5% of respondents are getting time to look after respondent's husband. Only

percentage of respondents are do not getting time to look after their husband.

- About 70% of the respondents are in the opinion of their work is easy. The respondents aresays that their work is very tough. Only 7.5% of the respondents are in the opinion of their work is very tough.

### **CONCLUSION**

Nursing is the protection, promotion, and optimization of Health and abilities, prevention of illness and the injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communitiesand populations. Nurses of those females who face a lot of stress weather mental or physical are being pressurized by work. They are unable to devote time to their family and to themselves because of work and this leaves to disturbance between work and life further affecting their occupational life.