Research Article

A Study of Psychological Well-being and Work-life Balance of Female Nurses

L. Lavalekar Anagha, D. Pande Kanchan

Jnana Prabodhini's Institute of Psychology, Pune, Maharashtra, India

Abstract

Introduction: Women in nursing profession have multiple personal and professional responsibilities and challenges like giving priority to family along with financial security. **Aim:** This study aims to study psychological well-being (PWB) and work-life balance (WLB) of female nurses. **Methodology:** Sample consists of 163 women nurses (incidental sampling) within Pune district. **Tools:** WLB Research (Dr. S. Singh) with four dimensions - work spillover in personal life, personal life spillover in work (PLSW), work/life behavioral enhancers, and work/life behavioral constrainers and Carol Ryff's scale of PWB adapted by JPIP with six areas - Autonomy, environmental mastery (EM), personal growth, positive relations (PR), purpose in life (PIL), and self-acceptance. **Results:** It is observed that personal issues and stresses are spilling over their work life. Significant positive correlation was observed between WLB and PWB. Especially, personal relation with others, PIL, and EM has a significant PR with total WLB. Furthermore, work-life behavior enhancers show a decisive, PR with PWB. **Conclusions:** Nurses seem to experience personal issues influencing work (PLSW) to the highest as compared to other aspects of WL balance; however, no significant difference was seen in any of the parameter across age group on W-L balance or PWB.

Key words: Female nurses, psychological well-being, work-life balance

Address for correspondence: L. Lavalekar Anagha and D. Pande Kanchan, 510, Sadashiv Peth, Pune 411030, Maharashtra, India. E-mails: anagha.lavalekar@jnanaprabodhini.org, kanchan.pande@jnanaprabodhini.org

Introduction

Nature of nurses/paramedical professional

Nursing profession is one of the main pillars in medical profession in long run playing a major role in health-care industry. Nursing is a female-dominated profession. It is a profession which focuses on protection, promotion and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human responses, and advocacy which caring for individuals, families, communities, and populations, assuming responsibility for the continuous care of the sick, the injured, the disable, and the dying.

They play a critical role in health promotion, prevention, therapeutics, and rehabilitation. There are 0.9 million general nursing midwives and 0.5 auxiliary nursing midwives in the different state (2007). It is estimated that only about 40% of nearly 1.4 million registered nurses are currently active in the country due to low recruitment, migration, attrition, and drop outs due to poor working condition.^[1]

In India, >90% of the nurses are women and has >16 lakh nurses, according to a survey in December 2008, 32%, majority of the Indian nurses come from Kerala.^[2]

History of nurses

Nursing as a professional service started in India only after invasion by the British. The first nursing training school was sanctioned by the British government during 1854 in Madras in the lying-in hospitals. Trained Nurses of India was formed in the year 1908 and the Indian Nursing Council was established in the year 1947, which thereafter upgraded the basic educational qualification requirement for candidates desiring to undergo nursing education.^[3]

Women and employment

Work-life balance (WLB) has become an emerging issue for nurses. WLB helps in describing a balance between

Access this article online

Website: <http://www.innovationalpublishers.com/Journal/ijns> | e-ISSN: 2581-463X

DOI: <https://doi.org/10.31690/ijns/29>

This is an open access journal, and articles are distributed under the terms of the Creative Commons Attribution Noncommercial Share Alike 4.0 License, which allows others to remix, tweak, and build upon the work non-commercially, as long as appropriate credit is given and the new creations are licensed under the identical terms.

How to cite this article: Anagha LL, Kanchan DP. A Study of Psychological Well-being and Work-life Balance of Female Nurses. Indian Journal of Nursing Sciences 2019;4(1): 9-14.