

A Study on the Impact of Work Family Conflict on Work Life Balance at Tellicherry Co-Operative Hospital

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Abstract: *Aim of the study on work family conflict on work life balance at tellicherry co-operative hospital. Complementary work and family stresses is a perilous challenge facing furthestmost employees. While considerably of the existing literature on the topic of work-family has conventionally focused on how effort and family characters conflict, more recent research has instigated to realize that personalities can achieve work-life stability and can essentially improve their quality of life by contributing in both characters. The present chapter commences with a brief discussion of work-family conflict, followed by a discussion of the more recent concept of work-family balance and the optimistic outcomes associated with it. Both tellicherry co-operative hospital administrative initiatives and individual coping strategies to enable work-life balance are discussed here. Work Life Balance (WLB) has become a common miracle and is gaining consideration these days; however, there is a need to discover the factors that disturbs the 'work' and 'life' balance and then the resulting outcome. Thus, the determination of this study is to map the influences and outcome of Work Life Balance tellicherry co-operative hospital.*

Keywords: Work-family conflict, Work-life balance, Tellicherry co-operative hospital, Administrative initiatives, Coping strategies

1. Introduction

Tellicherry Co-operative Hospital lodges a well-known place in the middle of the therapeutic institutions in the co-operative division of Kerala with 250 beds, 6 ICUs and over 20 specialty unit. Our assurance to obtain the sanatorium to new-fangled heights got a shot in the appendage in 2004 at what time we were awarded the official document for 'providing precautionary and restorative health-care services'. The most important distinguishing which has enable us to scale these statures is the dedication, declaration and the superiority amenities strength that we preserve. TCH uninterruptedly do your best towards dominance through persistent-Positioned armed forces, distinction Care, Invention, Co-Operation, Assortment, recent knowledge, Expert knowledge and consistency. Our spirit is to fetch national and worldwide recognition and getting to TCH throughout finest fallback organization and able feasting of knowledge and consciousness in the facility of manhood. In the country zones have also occasioned in upsurge in the charge of creation. On the other hand, the sturdy heaviness from EU (European Union) to expose up its marketplace as well as the allowed employment treaty with Australia and New Zealand may also put India's vigor segment in the jeopardy of being endangered. In direction to preserve the progress of its vigor commerce, emphasis desires to be hired on numerous extents. Foremost, rate of invention has to be condensed concluded cumulative invention, rally hominoid strength maintenance and upbringing conveniences and administration of individuals. Subsequent, Indian accommodating infirmary trade desires to supplementary progress appropriate strength amenities creation, dispensation and promotion setup, which is talented of summit intercontinental eminence necessities. Tierce, India

can emphasis on indication – grounded for teamenities, such as Mozzarella cheese, in demand to encounter the requirements of the board affected role.

1.1 Work Family Conflict and Emotional Intelligence

The education shows that there is a noteworthy association amongst exertion – intimate skirmish and staffs' expressive aptitude level. Work-family struggle is supplementary expected to distress fatigued concentration sooner as they have to attention on mutually characters and apprehension nearby it in the interim. The undesirable influence of their fatigued attention municipal is an unsuitable technique to implement their expressive cleverness.

H1: Work-family conflict undesirably and suggestively disturbs personnel' demonstrative Aptitude level

1.2 Work Family Enrichment and Work Life Balance cooperative hospital

Work-family Enrichment is not the only hypothesis in the work-family fiction that emphasizes on the hopeful side of the work-family boundary. Additional rappers originate in the prose encompass confident tumble concluded, simplification, and equilibrium. Substantial investigate has absorbed on distinctive amid these hypotheses (Greenhaus & Powell, 2006; Zimmerman & Hammer, 2010)

H3: Work family skirmish has undesirable noteworthy importance on work life equilibrium

Emotional Intelligence and Job Performance

Personnel to progress and get indorsed they have to

accomplish at their identical finest; so, a moral remuneration could lead to little recital, but it could also principal to improved recital, which in its turn leads to an increase in salary. A meta-analysis of the (Emotional Intelligence) EI-JP relationship (O'Boyle and Ernst, 2011) found significant effects of EI on JP with the ability to predict an average of 14% of the change in JP. Therefore, the study proposes the following hypothesis:

H4: There is a statistically significant impact of emotional intelligence on job performance.

1.2.1 Work Life Balance and Job Performance

Family and personal role, includes caring for children, the sick or the elderly, non-caring domestic work (cleaning, cooking, laundry, etc.), consumer work (shopping) or home maintenance (Collins, 2007). The study proposes the following hypothesis:

H5: There is a statistically significant effect of Work-life balance on employee performance.

1.2.2 Emotional Intelligence and Work Life Balance

Research has suggested that Emotional Intelligence (EI) theories that are being introduced within organizations are at the hub of corporate, educational and social services business that include corporate organizations, schools and social services. Businesses that are making EI a priority are corporate, social service, and community related organizations (Grandey, 2000).

H6: There is a statistically significant effect of Work-life balance on emotional Intelligence.

The third concern is regarding the shifting work demands (Helmle et al., 2014).

Objectives of Tellicherry Co-operative Hospital (TCH)

- To ensure assured and remunerative market round the year for the health produced by the farmer members.
- To make available quality of life and value-added health services products to consumers.
- To build & develop village level institutions as cooperative model units to manage the health care activities.
- To ensure provision of inputs for health services production, processing facilities and dissemination of know how.
- To facilitate rural development by providing opportunities for self-employment at village level, preventing migration to urban areas, introducing cash economy and opportunity for a sustained income.

Keeping these objectives in mind, a number of activities are undertaken by the cooperative hospital development department. Provision of free health cover to all owned by the members of health cooperatives, implementation of artificial insemination program, supply of balanced cattle feed and inculcation of farmers with modern human's husbandry methods and practices.

Scope of the Study

The scope of this study focuses primarily on impact of work family conflict on work life balance, collecting data through conducting survey among the employees of Tellicherry Co-operative Hospital (TCH).

Need of the study

To measure the work life balance of the employees and sustain effective human resource to the organization

Limitations

- The data were obtained only from Tellicherry Co-operative Hospital (TCH).
- The survey self-employed is accepted, so the level of imbalance in the population as a whole may vary.

1.3 Research Methodology

Research Design – Descriptive

1.3.1 Sampling Design: Sampling method refers to rules and procedures by which some elements of the population are included in the sample

Sampling Design – Profitability sampling method (Simple Random Sampling)

1.3.2 Sample Unit of the study

Sample Unit – Tellicherry Co-operative Hospital (TCH), Tellicherry.

1.3.3 Population

The total number of employees in Tellicherry Co-operative Hospital (TCH) is 320

1.3.4 Sample Size

Sample Size = 260

1.3.5 Instruments

A survey is used in this research to accomplish the study objectives. The section A focused on work family conflict, work family enrichment, emotional intelligence, job performance and work life balance Tellicherry Co-operative Hospital (TCH). 5-point scale is used for this study, the scale where; 5: Strongly Agree, 4: Agree, 3: Neutral, 2: Disagree and 1: Strongly Disagree. The full questionnaire including the demographic information is available in Appendix 1. Before conducting the main survey, we performed a pre-test in validate the instrument and consulted with expert based on the suggestion the questionnaire modified.

1.3.6 Data Collection

- Primary Data – The data that are gathered from actual Tellicherry Co-operative Hospital (TCH) of occurrence here used Survey Method
- Secondary Data – The data gathered from the existing sources research articles, Journals,

1.3.7 Tools Used

- **Descriptive Statistic tool** – Descriptive statistics are brief descriptive coefficients that summarize a given data set, which can be either a representation of the entire population or a sample of it. It is broken down into measures of central tendency, frequency, and dispersion.

- Simple Percentage Analysis method**– It refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine the relationship between the series.

$$\text{Percentage} = \frac{\text{Number of Respondents}}{\text{Total number}} * 100$$

2. Results

The survey was conducted amongst 260 employees of the Co-operative Hospital (TCH) using structured questionnaire. Simple percentage analysis was done and the results are presented below with the aid of tables and charts.

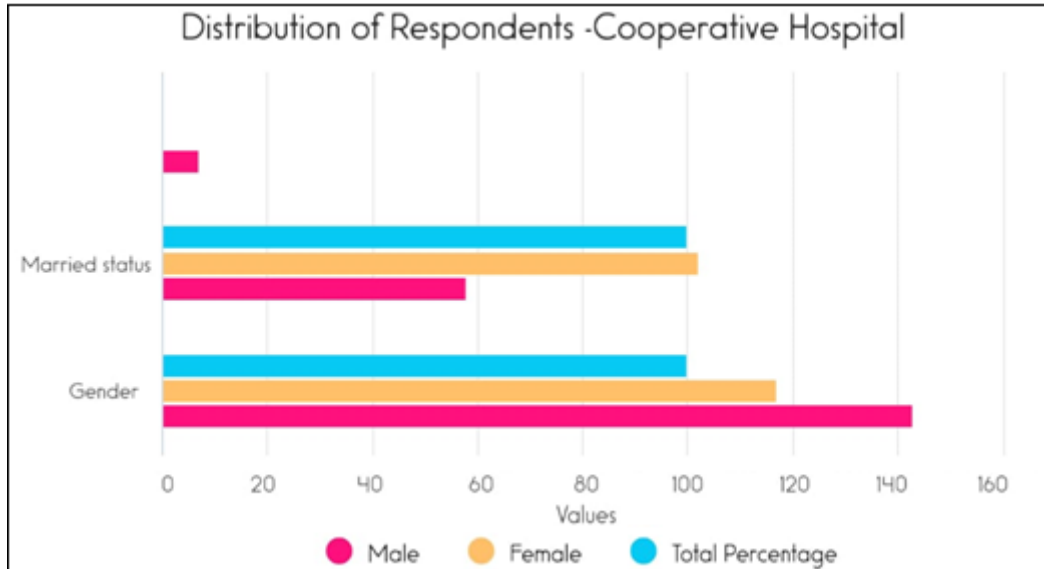


Figure 1

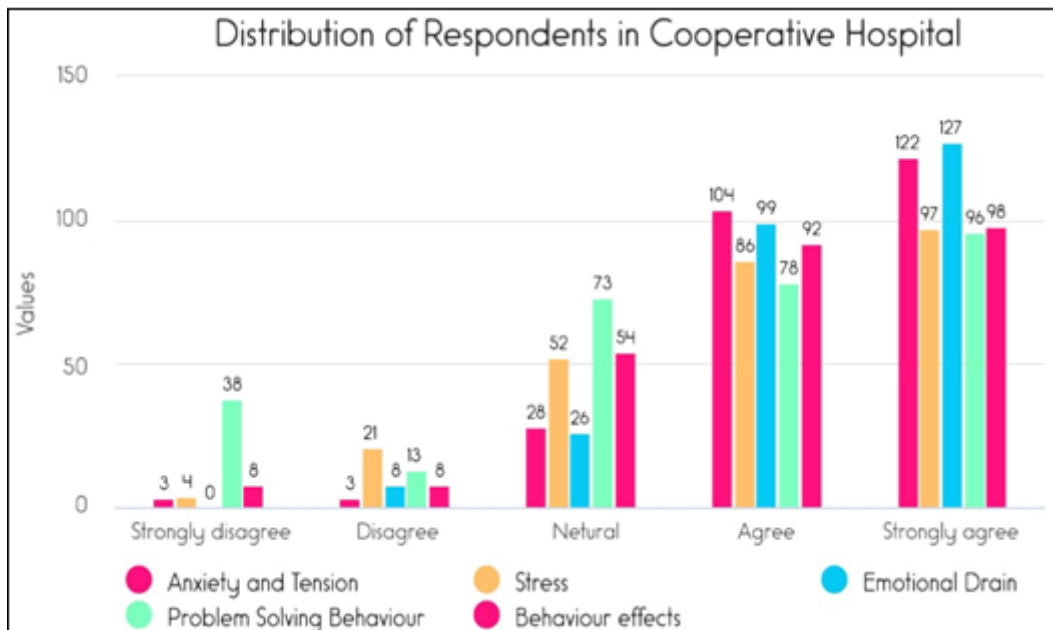


Figure 2

3. Conclusion

Work life balance schedules are different for each and every individual. The Work life balance involuntary suited for one person may not suit for another person. In order to generate a hale and hearty atmosphere around an employee, it is more significant to make the employees to attain proper Work life balance, because the ultimate intention of human beings is well-being and life satisfaction. In Tellicherry Co-operative Hospital (TCH), the personal life satisfaction of the employees depends upon family support, work place

support; workload and their work satisfaction depend upon work place support, workload and financial assistance. The personal life satisfaction also leads to work satisfaction

4. Recommendations and Suggestions

From the foregoing analysis and findings, the following suggestions are given to improve the standard of work life balance of employees in the organization. Most of the employees are satisfied with the existing schemes in the organization. The following recommendations will be

helpful to the management to improve the job satisfaction and work life balance level of employees. Majority of the employees suffer from anxiety tension etc. So have to allow some time to hear their family problems

The time of work should be allotted on the basis of their convenience Superiors have to consider employees as human beings like them Try to keep a good mood and behavior in organizations

Should consider the efforts of colleagues and also the feelings of others Employees have to transmit enthusiasm to others

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