

Impact of Work Life Balance on juniors nursing staff by seniors in organization

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The word nurse, as we hear the word will directly link to hospitals .He/She(it may be Male or female) will do almost all work which doctors do is a nurse who has graduated from a nursing program and met the requirements outlined by nursing authority. The implications of the trends for the nursing workforce are profound, both in terms of numbers and in terms of adequate distribution of the skills and educational preparation of the workforce. Determination of the adequacy of the nursing workforce Quality work life and satisfaction of employee it directly affects the employer, Sometimes employer may not measure employee satisfaction or improvement . Organization profitability is directly linked to work force.

A Organization that does not measure and improve employee satisfaction may face increasing turnover, declining productivity and limited ability to attract and retain qualified replacements. Employee satisfaction and quality of work life directly affect organizations's ability to serve its customers. Efforts towards QWL measurement help in efficient and effective allocation of resources to enhance productivity and stability of the workforce.

Abstract: - Nurse, Workforce, Quality, Profitability, Authority, Organization

Nurses lead and manage nursing care for patients, families, aggregates, and communities in a variety of settings, ranging from ambulatory to community to inpatient. Work life balance of nurse is Depends upon the employee how they gone take because everyone are different and have different ideology, working culture, But nowhere it's mentioned how to balance the work life. For fresher or new comer in the organization May difficulty and more

pressured same thing if you compare with existing employees it may be routine work .Nursing requires lot of mental and physical stamina .Nurse cannot make careless mistakes .

The quality of Life is defined as individual's insight of their position in life in the perspective of the traditions and value systems in which they exist and in relation to their goals, prospect, standards, and concerns. Quality of work is referred to the constructive job environment for the people employed in the organization with respect to organization.

Quality of Work Life (QWL) is defined as the level to which people who are working in the organization yield both personal and work satisfaction by achieving the goals of the organization and their personal desires. The largest and diverse work forces in the health care system are the Nurses. In nursing outlook, Brooks define the quality of work life as "the degree to which registered nurses are able to satisfy important personal needs through their experiences in their work organization while achieving the organization's goals". The notion of worker contentment is more vital as people will feel comfortable where they are recognized, acknowledged, required and respected. Work and life are two of the important aspects of human existence. If work gives a sense of pride and value to a person than life gives a sense of belonging. And fortunately these two aspects are not gender specific as they have been part of human life since its inception. working couples are the examples of such human beings who want to enjoy these endowments fully and having a better quality of life and also giving better education and better life to their children and immediate family too. Hence organizations, society and the couple themselves can work unanimously towards attaining the common goal of work life balance. Recent research says that more than 60% respondents are not able to find a balance between their personal and professional life.

Nursing leadership and Management

Leadership

Leadership and management are related phenomena but they are not the same. The nursing profession claims many true leaders.

1. Leaders must foster a clear vision with an endowed purpose that is owned by the people involved with the leader. To illustrate this competency, Bennis gave the following example of how Howard Schultz, founder of the Starbucks Coffee conglomeration, views his company's

vision: “We aren’t in the coffee business serving people; we’re in the people business serving coffee.”

2. Getting people to support a vision or mission takes work. Leaders must “keep reminding people of what is important [because] people really can forget what they are there for.” Followers also need regular recognition in order to maintain their engagement with and commitment to the vision.

3. Leaders must be optimistic and see possibilities. Leaders must be adaptive to the constant change in our society, which “takes a hardiness attitude that allows [them] to face challenges and adapt all of it in a way that results in alignment.”

4. Leaders must create a culture of candor. Bennis asserted that such a culture requires integrity, which evolves from a balance of ambition, competence, and having “a moral compass.” When ambition surpasses competence or overrides one’s moral compass, for example, integrity is lost, a culture of candor cannot be created, and one cannot be an effective leader.

5. Leaders must mentor others and acknowledge their ideas and accomplishments. Bennis said, “Drawing out the leadership qualities [of others] is the way of the true leader.”

6. Good leaders must be in tune to getting results. Bennis shared a conversation he had with Jack Welch, previous CEO of General Electric. This highly successful corporate manager and leader noted that “getting results depends on customer satisfaction, employee satisfaction, and cash flow.

Management

Nurses manage care for individual clients, families, and communities in hospitals, outpatient settings, clinics, health departments, home health agencies, long-term care facilities, and rehabilitation centers as well as in other specialized healthcare organizations. Managers have traditionally been responsible for the control of resources required to accomplish organizational goals. These responsibilities include budgeting, staffing, and maintaining the functions of the organization while simultaneously balancing fiduciary responsibility for the resources of the organization. Rowland and Rowland (1997) define management as a

Five-step process:

1. Planning
2. Organizing
3. Directing
4. Coordinating
5. Controlling

Burnout and Health Issues of nursing staff

Burnout is explained as a state of mental & physical exhaustion, it can result in workers being disconnected from both work and home because they don't have enough energy for either. Dissatisfaction at the workplace, especially if conditions can't be improved, can lead to burnout. Exhaustion and being disconnected can increase the incidence of mistakes and accidents at both work and home. A frequent complaint is that a job well done isn't recognized, or sometimes the credit will be taken by seniors staff.

As a result of increased stress and burnout, a new personality type may be emerging. A type person is distressed and often exhibits certain personality traits including negativity, pessimism, depression, anxiety, and loneliness, and a decreased ability to relax and enjoy leisure time. Unfortunately, not every career is easily adapted to achieving a successful life/work balance, particularly those in health care. Doctors and nurses in particular have long been expected to work extended hours and to have a powerful commitment to their careers. People are finding the same difficulties in creating a sustainable balance between career and life outside of work.

Does Qualification Matters

I cannot say yes because it is one of the novel professions in India. It depends on the people with different mindsets and different attitudes but 80% of the professionals are trying hard to give their 100% but 20% are having a different attitude. In this field, nurses who have completed the 10th they call as Auxiliary Nursing and Midwifery they work in a base level like dressing, injection etc. salary is 10k to 12k but now it's closed only a few colleges have this almost like a helper next comes General Nursing who have completed Diploma in nursing and have good practical knowledge and skills compare to others next comes is B.Sc nursing,

M.Sc nursing, Ph.D nursing have more theoretical knowledge sometimes these people fail .It is very difficult judge and but majority of the nurse want to go for teaching job or administration job sometimes in hospitals auxiliary nursing and midwifery dominate their superiors (UG &PG) because as i said they have more particle knowledge then others .

What they expect from the co workers

Nursing offers incredible Career Options and Career Flexibility. But what is it really like to work as a nurse day in day out?

While every job has its ups and downs, the demands and rewards of nursing can be a little more dramatic depending on the setting. Most nurses will tell you that no day is ever the same. Each shift brings brand new challenges that keep them stimulated and excited about their profession.

- * **Decent pay:** - Nurses are paid according to their education and experience.
- * **Teamwork & empowerment:** - Very often nurses work in a team of health-care professionals, sometimes leading that team. They manage and co-ordinate patient care or programs, often acting as an inter-professional liaison. A goal of all nursing should be collaboration and leadership.
- * **Multitasking:** - Because nurses are constantly exposed to competing priorities it is vital that they tend to their physical and emotional well-being. This is especially true when shift work is involved.
- * **Rich rewards:** - Day in day out, nurses work hard to improve the health of individuals and communities, providing many opportunities to have a positive and profound impact on those whose lives they touch.

Nurses in Demand & Retention Strategies

The nurses' demands also increasing not only because of the salary and job security but also because of the care they provide thus making a difference in others lives which is generally not found in many other professional. The role of nurses has expanded to many verticals in that some are health care provider to health educator, diagnostic assistant, post care supporter, Health advisor, Physicians Assistant, Operation Theatre Assistant, Health Counselor, Follow up, Health promoter, Administrator, Health researcher, Provide appropriate reassurance to patients and family members, Health

Supervisor, Maintenance of Health Reports, Records & Documents. Other reasons for slowing down of the nurses population is mental stress and work pressure which leads to dissatisfaction. Factors that lead to mental stress and work pressure are improper work life balance, physical health or fitness, improper working conditions, discrimination, distrust and unlimited work load. These are the factor to the increasing demand for nurses.

Six strategic approaches for making work-life balance work

1. Ditch the generic presentations, and encourage an honest and open dialogue with employees about hitting the right balance between organizational needs and an individual's health, cycle of productivity, meaning and family. Focus on finding a work-life fit.
2. Give your employees genuine choice to work to their productivity cycle and not a binary predefined either/or formula.
3. Judge employees on output not input.
4. Review the covert operant conditioning in your organization that rewards and promotes presentism, perfectionism and hyper connectivity.
5. Stop making work-life balance a way out for bad leaders. If a supervisor in the organization expects employees to work unreasonable hours, then don't call this a work-life balance issue. Call it what it is -- lousy leadership.
6. Avoid hypocrisy. Don't tell staff how much you care about their welfare whilst increasing workloads and dispatching emails at unsociable hours encouraging hyper connectivity.

Making Work Life Balance a Win – Win for everyone

Work and family initiatives do have positive results. Increasing agreement across the board says that family-friendly policies can improve organizational performance when employers:

- ✓ Are recognised as an ‘employer of choice’
- ✓ Improve employee morale and commitment
- ✓ Reduce staff turnover
- ✓ Reduce absenteeism

- ✓ Increase the ability to attract and recruit staff
- ✓ Recognise and improve occupational health and safety outcomes
- ✓ Reduce stress and improve productivity

Organizations and employers that have introduced work and family arrangements have found that the benefits far outweigh the cost and effort of making changes, particularly in attracting and retaining skilled and productive employees.

Conclusion

The majority of the nurses had a moderate quality of nursing work life. For achieving a high level of care, it is essential to have a quality work life and the commitment of nurses in the job. And also, carrier advancement is another factor to be considered. Quality of work life can be promoted by recognition of the work done, support for the nurses, providing autonomy in the work, sufficient staffing and with better working conditions. Organization and administrators should focus on these factors to improve the quality of life for nurses. From the above discussion, it is reasonable to conclude that both government and private hospitals.

Work Life Balance related issues and to support the female nurses to manage their work life balance which would add to the performance of these staff members. The results also indicated that both government and private hospital nurse's the work life balance is a challengeable one. Their need to be a periodical review in terms of their work and personal life satisfaction, otherwise, they would be subjected to severe stress

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