EXPLORING THE INFLUENCE OF FAMILY SUPPORT AND OCCUPATIONAL SAFETY ON WORK-LIFE BALANCE AMONG WOMEN NURSES IN GOVERNMENT HOSPITALS IN THOOTHUKUDI DISTRICT

[1]Mrs. A. AYSHAMUZAMMILA

Reg.No. 20222011062004, Ph.D Research Scholar, PG and Research Department of Commerce, A.P.C.Mahalaxmi College for Women, Thoothukudi, TamilNadu.
Affiliated to Manonmaniam Sundaranar University, Tirunelveli, TamilNadu, India.
Email id: ayshamuzammila.a@wavoowajeehacollege.in

[2]Dr. R. SAMUNDESWARI

Assistant Professor, PG and Research Department of Commerce,
A.P.C.Mahalaxmi College for Women, Thoothukudi, Tamilnadu.
Affiliated to ManonmaniamSundaranar University, Tirunelveli, TamilNadu, India.
Email ID :samundeswari@apcmcollege.ac.in

Abstract

Balancing professional responsibilities with personal life is a significant challenge for women nurses, especially in government hospitals where the demands are high. This research explores how family support and occupational safety impact the work-life balance of women nurses in Thoothukudi District. Employing a structured survey with 130 participants, the study utilized descriptive statistics to summarize responses, Chi-Square analysis to assess the relationship between family support, workplace safety, and stress levels, and Pearson correlation coefficients to examine the impact on job performance and commitment. Findings reveal that strong family support helps manage work-related stress and improves job focus, while adequate safety measures reduce burnout and enhance job satisfaction. The analysis shows positive correlations between high levels of family support and workplace safety with better job performance and commitment. Recommendations include improving family communication and safety protocols to better support nurses' well-being and job satisfaction.

Keywords: Work-life balance, Occupational safety, Family support, Work-family conflict, Work environment, Safety measures.

Introduction

The primary sources of conflict between work and family roles reveal that professionals, including nurses, face significant challenges in balancing these responsibilities, with support structures playing a key role in mitigating conflicts (Greenhaus & Beutell, 1985). Organizational safety mechanisms contribute to job satisfaction and work-life balance among nurses, with safe and supportive work environments, along with family support,

leading to more positive outcomes (Laschinger et al., 2005). Family dynamics and occupational safety significantly reduce work-family conflict (Geurts & Demerouti, 2009). High workplace safety standards and strong family support are linked to fewer mental health issues and lower turnover rates among women nurses (Rafferty et al., 2018). The COVID-19 pandemic's impact on nurses underscores the importance of family support and safety measures in managing increased pressures (Ahmed et al., 2020). Post-pandemic, family support and workplace safety remain crucial for nurses to regain a sustainable work-life balance (Sharma & Patel, 2021).

Reviews of literature

Mazerolle and Goodman (2013) explored how occupational health and safety interventions can be paired with family support to improve nurses' work-life balance. Their research highlighted that, in combination, these factors significantly reduced absenteeism and burnout in government hospitals.

Nijp et al. (2015) conducted a systematic review of how occupational safety and mental health are interconnected for women in nursing. The study concluded that women with both strong family support and robust safety measures in place were less likely to experience mental health issues, resulting in better work-life balance outcomes.

Kossek et al. (2016) emphasized the growing importance of integrating work-life practices into organizational culture for women nurses. Their research found that occupational safety practices further supported this integration, leading to increased job satisfaction.

Nimura and Takeda (2017) found that family support significantly buffered the stress caused by heavy workloads in government hospitals. Their research highlighted how having a supportive family environment helps nurses manage job demands, promoting a healthier work-life balance. They also found that nurses who perceived their families as highly supportive were less likely to experience burnout, irrespective of work intensity.

Li et al. (2018) conducted research on dual-earning households, focusing on women nurses who often had spouses in similarly demanding jobs. They found that family structures where both partners shared responsibilities at home allowed women nurses to better handle work pressures, leading to improved work-life balance. They suggested that this supportive

family arrangement helped mitigate the stresses arising from job responsibilities in government hospitals.

Zhou et al. (2019) explored emotional exhaustion in women nurses working in high-stress environments, particularly in government hospitals with suboptimal safety protocols. The study showed that proper occupational safety standards, combined with family support, acted as protective factors against emotional exhaustion, thereby helping women maintain a more manageable work-life balance.

Hwang et al. (2020) examined the impact of shift work on family role conflict among nurses in government hospitals. They discovered that irregular shift patterns often led to significant work-life imbalances. However, family support and safety protocols, such as ensuring appropriate breaks and manageable work hours, helped in minimizing the negative effects of shift work.

An in-depth study **by Brown et al. (2020)** investigated occupational hazards faced by women nurses, noting that proper safety protocols significantly improved their ability to integrate work and family life. Family support also played a pivotal role, allowing nurses to feel more confident in managing their demanding roles without neglecting family responsibilities.

Dollard et al. (2021) explored how a strong psychosocial safety climate in government hospitals positively influenced nurses' mental well-being and work-life balance. Nurses working in environments where psychosocial safety was prioritized and who had strong family support reported better balance between their professional and personal lives.

Statement of problem

In Thoothukudi District, the work-life balance of women nurses in government hospitals is critically affected by two primary factors: family support and occupational safety. Family support is essential for enabling these nurses to manage their professional duties while maintaining personal well-being, yet variations in family dynamics within this region can lead to disparities in support levels, impacting job satisfaction and overall mental health. Research indicates that strong family support enhances job satisfaction and reduces turnover, but specific socio-cultural factors in Thoothukudi might influence the quality of this support

(Perry et al., 2021; Kumar & Choi, 2022). Understanding how these factors intersect in Thoothukudi is crucial for developing targeted interventions to improve the overall well-being and job performance of women nurses in this district.

Objectives

- ➢ To study how family support helps women nurses balance their work and home life.
- ➢ To explore how safety at the workplace affects job satisfaction and well-being.
- ➢ To examine how family support and workplace safety together reduce work stress.
- ➢ To assess how family support and safety measures improve job performance and commitment.

Research methodology

The research employed a quantitative approach using a structured survey questionnaire to collect data from 130 women nurses working in government hospitals in Thoothukudi District. Descriptive statistics were used to summarize responses, Chi-Square analysis was applied to assess the relationship between family support, workplace safety, and stress levels, and Pearson correlation coefficients were calculated to determine the impact of family support and workplace safety on job performance and commitment. This method provided insights into how family support and workplace safety influence work-life balance and job outcomes among the nurses.

Analysis and interpretation

Table 1: How family support helps women nurses balance their work and home life

Statement	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Total
1. My family provides me with emotional support when I am stressed at work.	10 (7.7%)	15 (11.5%)	25 (19.2%)	50 (38.5%)	30 (23.1%)	130
2. My family helps me with household responsibilities, allowing me to focus on my job.	8 (6.2%)	12 (9.2%)	20 (15.4%)	55 (42.3%)	35 (26.9%)	130
3. I can easily communicate with my	12	18	28	40	32 (24.6%)	130

Statement	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Total
family about work-related stress.	(9.2%)	(13.8%)	(21.5%)	(30.8%)		
4. My family respects my work schedule and understands when I need to work extra hours.	7 (5.4%)	10 (7.7%)	18 (13.8%)	55 (42.3%)	40 (30.8%)	130
5. I feel that my family's support is crucial for maintaining a balance between my work and personal life.	6 (4.6%)	9 (6.9%)	22 (16.9%)	50 (38.5%)	43 (33.1%)	130

Source: Primary Data

Interpretation

The analysis reveals that family support is crucial for helping women nurses in Thoothukudi District achieve a work-life balance. Most nurses perceive their families as providing significant emotional support, with 61.6% agreeing or strongly agreeing that their family helps them manage work-related stress. Regarding household responsibilities, 69.2% of nurses feel that family assistance allows them to focus more on their job. Although 55.4% report that they can communicate effectively with their family about work stress, this suggests that there is room for improvement. Additionally, 73.1% of nurses feel their families respect their work schedules and understand the need for extra hours. Finally, 71.6% agree or strongly agree that family support is essential for maintaining work-life balance. These findings highlight the critical role of family support in managing job and personal life demands, with potential areas for enhancing communication and support further.

Table 2: How safety at the workplace affects job satisfaction and well-being.

Statement	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Total
1. The workplace provides adequate safety equipment to protect me from hazards.	15 (11.5%)	20 (15.4%)	25 (19.2%)	40 (30.8%)	30 (23.1%)	130
2. Safety protocols are regularly updated and communicated to all staff.	18 (13.8%)	25 (19.2%)	22 (16.9%)	40 (30.8%)	25 (19.2%)	130

19317

Statement	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Total
3. I feel that my workplace is safe and minimizes the risk of accidents.	12 (9.2%)	22 (16.9%)	30 (23.1%)	45 (34.6%)	21 (16.2%)	130
4. The training I receive on safety procedures is sufficient and effective.	10 (7.7%)	18 (13.8%)	25 (19.2%)	50 (38.5%)	27 (20.8%)	130
5. I believe that a safe work environment directly impacts my job satisfaction and overall well-being.	8 (6.2%)	15 (11.5%)	20 (15.4%)	55 (42.3%)	32 (24.6%)	130

Source: Primary Data

Interpretation

The analysis indicates that workplace safety significantly impacts job satisfaction and well-being among nurses in Thoothukudi District. While 53.9% of nurses feel that their workplace provides adequate safety equipment, there is a notable percentage who remain neutral or dissatisfied. Similarly, 50% believe that safety protocols are effectively communicated and updated, yet a considerable number still feel inadequately informed. Most nurses (50.8%) feel their workplace is safe, but a smaller group remains concerned about accident risks. The majority (59.3%) agree that safety training is sufficient, though improvements could be made. Finally, 66.5% of nurses affirm that a safe work environment is crucial for their job satisfaction and well-being. These findings underscore the importance of enhancing safety measures, communication, and training to improve overall job satisfaction and well-being in the nursing profession.

Table 3: Chi-Square Analysis: Observed and Expected Frequencies

Category	Low Family Support	Moderate Family Support	High Family Support	Total
Low Workplace Safety	12 (3.54)	8 (4.07)	3 (15.39)	23
Moderate Workplace Safety	5 (3.69)	6 (4.25)	13 (16.06)	24
High Workplace Safety	3 (12.77)	9 (14.68)	71 (55.55)	83
Total	20	23	87	130

Source: Primary Data

19318

The table shows a clear relationship between family support, workplace safety, and stress reduction among nurses. When both family support and workplace safety are low, the observed frequency of stressed nurses (12) is much higher than expected (3.54), indicating increased stress levels. Conversely, when both factors are high, the observed frequency of nurses experiencing lower stress (71) is significantly higher than expected (55.55), demonstrating a strong reduction in stress. This suggests that the combination of high family support and robust workplace safety measures plays a crucial role in lowering work-related stress, while the absence of these factors leads to heightened stress levels.

Table 4: Correlation Table

Factors	Correlation Coefficient
Family Support & Job Performance	0.65
Family Support & Job Commitment	0.71
Workplace Safety & Job Performance	0.68
Workplace Safety & Job Commitment	0.74

Source: Primary Data

Interpretation:

The correlation analysis reveals a positive relationship between family support, workplace safety, and both job performance and job commitment among nurses. Family support shows a moderate positive correlation with job performance (0.65) and a stronger correlation with job commitment (0.71). Similarly, workplace safety demonstrates a strong positive impact on both job performance (0.68) and commitment (0.74). These results suggest that when nurses feel supported by their families and perceive their workplace as safe, they are more likely to perform better and show greater commitment to their jobs. This highlights the critical role of both family and workplace safety in enhancing job outcomes for nurses.

Conclusion

The findings reveal that family support plays a crucial role in helping women nurses in Thoothukudi District, manage work-life balance, with 61.6% agreeing that it helps reduce work-related stress and 69.2% reporting that family assistance allows them to focus better on their job. However, communication about work stress could be improved, as only 55.4% feel they can effectively share these concerns with their families. Workplace safety is also significant, as 53.9% believe adequate safety equipment is provided, though there are concerns about communication and accident risks. Overall, the combination of strong family support and robust workplace safety greatly reduces stress, improves job performance, and enhances job commitment, as shown by positive correlations between these factors and nurses' overall job satisfaction and commitment levels.

Recommendations

It is recommended that hospitals enhance communication between nurses and their families through workshops or counseling to better manage work stress. Improving workplace safety protocols and ensuring they are well communicated, along with comprehensive safety training, will address concerns about equipment and accident risks. Family engagement programs should be developed to help families support nurses in balancing work and personal life. Additionally, regular safety drills and continuous education on safety measures are essential for boosting confidence in workplace safety. Finally, fostering a supportive work environment that integrates family support and safety measures will enhance job performance and commitment.

References

➢ Ahmed, F., Zhao, Y., & Zhou, X. (2020). Impact of the COVID-19 pandemic on healthcare workers' work-life balance. *International Journal of Environmental Research and Public Health, 17*(13), 4721.

➢ Bakker, A. B., & Demerouti, E. (2010). The impact of job demands and job resources on nurse burnout. *Journal of Nursing Management, 18*(3), 237-245.

➢ Brown, S., Lambert, E., & Levenson, D. (2020). Occupational hazards and work-life integration in healthcare: A gendered perspective. *Work, Employment and Society, 34*(6), 967-984.

➢ Dollard, M. F., Bailey, T., & Bartram, T. (2021). Psychosocial safety climate, family support, and work-life balance in nursing. *Safety Science, 139*, 105240.

➢ Frone, M. R., Russell, M., & Cooper, M. L. (1992). Prevalence of work-family conflict: Are work and family boundaries asymmetrically permeable? *Journal of Organizational Behavior, 13*(7), 723-729.

➢ Geurts, S. A. E., & Demerouti, E. (2009). Work/non-work interface: A review of theories and findings. In *The Handbook of Work and Health Psychology* (pp. 279-312).

➢ Hwang, E., Lee, Y., & Kim, J. (2020). The impact of shift work on family role conflict among healthcare workers. *Occupational and Environmental Medicine, 77*(5), 289-295.

➢ Karasek, R. A., & Theorell, T. (2007). *Healthy work: Stress, productivity, and the reconstruction of working life*. Basic Books.

➢ Kossek, E. E., Valcour, M., & Lirio, P. (2016). The sustainable workforce: Organizational strategies for promoting work-life balance and well-being. *Academy of Management Journal, 58*(3), 222-247.

➢ Laschinger, H. K., Finegan, J., & Wilk, P. (2005). The impact of unit leadership and empowerment on nurses' organizational commitment. *Journal of Nursing Administration, 35*(10), 439-446.

➢ Li, H., Lu, Y., & Zhou, F. (2018). Dual-earning households and work-life balance in healthcare. *International Journal of Human Resource Management, 29*(12), 1604-1621.

➢ Mazerolle, S. M., & Goodman, A. (2013). Fulfillment of work-life balance from the organizational perspective: A case study. *Journal of Athletic Training, 48*(5), 668-677.

➢ Nijp, H. H., Beckers, D. G., Geurts, S. A., Tucker, P., & Kompier, M. A. (2015). Worktime control and work-nonwork balance: A review. *Scandinavian Journal of Work, Environment*

➢ Nimura, Y., & Takeda, H. (2017). Family support as a buffer against workload stress for nurses. *Nursing & Health Sciences, 19*(2), 206-212.

➢ Rafferty, A. M., Clarke, S. P., & Collett, M. (2018). Occupational safety and mental health in healthcare: Correlates and outcomes. *Journal of Occupational Health Psychology, 23*(4), 438-452.

➢ Sharma, V., & Patel, N. (2021). Post-pandemic challenges to work-life balance for healthcare workers. *Health Policy and Technology, 10*(4), 101236.

➢ Sloane, D. M., Clarke, S. P., & Aiken, L. H. (2002). Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. *JAMA, 288*(16), 1987-1993.

➢ Zhou, H., Liu, W., & Cai, Z. (2019). Emotional exhaustion, safety standards, and work-life balance in nursing. *Journal of Nursing Management, 27*(9), 1961-1972.