

## **A STUDY ON QUALITY OF WORK LIFE OF STAFF NURSES DURING COVID-19 PANDEMIC PERIOD IN TIRUCHIRAPPALLI DISTRICT**

**Dr. S. Jerome**, Assistant professor, Department of Commerce, St. Joseph's College (Autonomous), Affiliated to Bharathidasan University, Tiruchirappalli, India

### **Abstract**

In this Covid -19 Pandemic, the psychological form of fear come into the mind of the learned worker. QWL is the favorableness or unfavorableness of a work environment and it refers to the quality of relationship between employees and the total working environment. There are so many possibilities arises due to Covid 19, fear of disease, lack of family support, work pressure, patient non-cooperation, fear of life, work stress from superior, will affect quality of work life of staff nurses. If the staff nurses are having child up to age of 5 years, they were very careful about their work environment and hygienic home. The present study is an attempt to know the factors determines quality of work life of staff nurses.

**Keywords:** - Quality of Work Life, Work Environment, Fair and Adequate Compensation, Work life balance and Stress Management etc.,

### **INTRODUCTION**

Increase the productivity of employees of an organization is the objective of Human Resource Management. There are numerous innovative techniques used to promote organizational development; among those techniques Quality of Work Life (QWL) is well-known practice of the organization. Quality of Work Life is referring to that favorable and unfavorable factors of work environment. Quality of work life is influenced feasible work environment, adequate fair compensation, job security, constitutionalism, work life balance, organizational climate and culture, opportunities for professional advancement and organizational resource.

Human Resource Management is a multi-dimensional practice which motivates in multitalented personnel. Every organization must have an objective to get best out of each employee. HR manager find out each employee specialization and excel in the work and allocate work accordingly the overall productivity will increase in order increase profit of the business concern.

Human beings all over the world suffer Due to Covid-19. Most of the country's economic position will fall down especially in India. Most of the people may face difficulty with their primary needs like food, cloth and shelter. All the organizations were struggling for smooth running of organization without infection of corona virus except three professionals namely health professionals, police personnel and cleaning workers.

Among those personnel, health professions is the front players against covid-19 disease. Among the personnel staff nurses were playing important role in hospitals. Most of the Government hospitals operates without doctors because of staff nurses. Staff nurses are playing crucial role in health department in our country. Doctors are attending patients if any critical position of patient and important surgeries. Remaining all works carryout with staff nurses.

Due to Covid-19 all of them were quarantined under lockdown but staff nurses not allow take casual leave. They were instructed to work in three shift and some time work more than eight hours. There is no possibility of motivation but lot of work pressure and stress. There may possibility they work under pressure with unfavorable work environment. Even nights shift work without adequate rest staff nurses were work for country.

## **REVIEW OF LITERATURE**

M.Anusuya(2018) in her study examined the level to which the QWL among the employees of public and private banks at Tiruchirappalli influences the performances of banks. It also studied the relationship between quality of work life and satisfaction level of employees in banks of Trichirappalli. The components were connected with the perceived QWL both public and private sector banks. The association of correlation coefficient of both categories shows the existence of significant relationship between QWL among the employees of both sectors [1].

Jerome.S (2013) in his study was entitled “Study on Quality of Work Life Among the Employees at Baby Engineering Private Ltd, Thuvakkudi, Tiruchirappalli”. The researcher studied the factors influencing quality of work life employees working at Baby Engineering Pvt. Ltd. The researcher chosen 100 employees as sampling size for the study. It was found that there are eight factors affecting quality of work life of the employees namely fair and adequate compensation, job security, opportunity for professional development, relationship among employees, work environment, constitutionalism of the organization, work life balance, and communication. It was found that nearly 66% of the respondents were opined that they have high level of quality work life in their company [2].

Jerome S (2013) studied the level of QWL. The satisfied random sampling method was adopted by this research. The universe of the sample or total work force of the EID parry Industry is 540. So the sample size 10% or 54 respondents from the universe. It was found that 54.6% of the employees were satisfied their work environment. 52.6% of the respondents are satisfied harmonious relationship of the employees. it was suggested to the management need to improve standard of the basic facilities like good water, rest room facilities, toilet etc [3].

Jerome S(2013) find out the socio-economic background of the employees and their Contribution to QWL. Fifty respondents were selected from the workman categories so the researcher adopts the simple random sampling technique using the lottery method. The researcher selected the respondents from all categories of employees by using simple random sampling. From the study they can arrived the conclusion that the quality of work life contributes to the workers’ performance in a holistic manner. The study also helps us to know the loop holes of the Company in providing the workers’ basic necessities. It also helps us to know how the workers are treated by the management. It also helps the workers to address their grievances [4].

## **STATEMENT OF THE PROBLEM**

In this Covid -19 Pandemic, the psychological form of fear come into the mind of the learned worker. QWL is the favorableness or unfavorableness of a work environment and it refers to the quality of relationship between employees and the total working environment. There are so many possibilities arises due to Covid 19, fear of disease, lack of family support, work pressure, patient non-cooperation, fear of life, work stress from superior, will affect quality of work life of staff nurses. If the staff nurses are having child up to age of 5 years, they were very careful about their work environment and hygienic home. The present study is an attempt to know the factors determines quality of work life of staff nurses.

## **OBJECTIVES OF THE STUDY**

The following objectives were framed for the present study

- To study the quality of work life of staff nurses during Covid-19 pandemic duration in Tiruchirappalli District.
- To know the factors influencing quality of work life of staff nurses.
- To offer suitable suggestions to improve the quality of work life of staff nurses in order to increase the productivity.

## METHODOLOGY

The present study is descriptive by nature. The universe of the study was constituting that staff nurses were working under geographical territory of Tiruchirappalli District. The researcher was select the staff nurses were working in primary health centers in Tiruchirappalli District. The sample size was confined as 50 prospective respondents. The convenient sampling technique or purposive sampling technique was adopted.

## DATA COLLECTION

The primary data were collected through scientifically structured questionnaire. The secondary date was collected through government annual reports, publications, journals, periodicals and websites and so on.

## Data Analysis and Interpretations

### T test

	Marital status	N	Mean	Std. Deviation	Statistical inference
Fair and adequate compensation	Married	28	3.36	1.496	T=0.151 .698>0.05 Not significant
	Unmarried	22	1.77	.752	
Opportunities for professional development	Married	28	3.21	1.449	T=9.744 .003>0.05 significant
	Unmarried	22	2.45	1.438	
Job security	Married	28	2.39	1.343	T=0.020 .889>0.05 Not significant
	Unmarried	22	2.32	1.393	
Relationship among the staff	Married	28	2.86	1.649	T=0.031 .861>0.05 Not significant
	Unmarried	22	3.00	1.309	
Motivation and recognition	Married	28	2.43	1.399	. T=0.004 .948>0.05 Not significant
	Unmarried	22	3.50	1.300	
Work life balance	Married	28	2.61	1.423	T=7.611 .007>0.05 significant
	Unmarried	22	2.41	1.297	
Welfare measures	Married	28	2.86	1.604	T=0.138 .711>0.05 Not significant
	Unmarried	22	2.59	1.563	
Working hours and night shifts	Married	28	2.68	1.362	T=0.263 .609>0.05 Not significant
	Unmarried	22	2.41	1.260	
Overall perception	Married	28	32.9444	3.89831	T=0.023

Quality of work life	Unmarried	22	33.1026	3.80301	.880>0.05 Not significant
----------------------	-----------	----	---------	---------	------------------------------

### Research Hypothesis

There is a significant difference between marital status of the respondents and their overall perception of Quality of Work Life of Staff Nurses

### Null Hypothesis

There is no significant difference between marital status of the respondents and their overall perception of Quality of Work Life of Staff Nurses

### Tools used

Student 't' test was used in the above tale

### Findings

The above table shows that there is no significant difference between marital status of the respondents and their overall perception of Quality of Work Life of Staff Nurses. Hence the calculated value is greater than the table value. So that research hypothesis is rejected and null hypothesis is accepted.

### Linear Regression

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.027 <sup>a</sup>	.001	-.020	5.66296

a. Predictors: (Constant), age

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.100	1	1.100	.034	.854 <sup>b</sup>
	Residual	1539.320	48	32.069		
	Total	1540.420	49			

a. Dependent Variable: overall perception of Quality of work life  
b. Predictors: (Constant), age

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	40.887	2.439		16.761	.000
	Sex	-.300	1.623	-.027	-.185	.854

a. Dependent Variable: overall perception of quality of work life

### Research Hypothesis

There is a significant relationship between age of the respondents and their overall perception about Quality of Work Life of Staff Nurses

### **Null Hypothesis**

There is no significant relationship between age of the respondents and their overall perception about Quality of Work Life of Staff Nurses

### **Tools used**

Linear regression test was used in the above tale

### **Findings**

The above table shows that there is no significant relationship between age of the respondents and their overall perception about Quality of Work Life of Staff Nurses. Hence the calculated value is greater than the table value. So that research hypothesis is rejected and null hypothesis is accepted.

### **SUGGESTIONS OF THE STUDY**

- Having healthy attitudes (regular times for meals times, sleeping, waking, exercise and relaxation, planning ahead for jobs, etc.) in daily life can be very comforting and encouraging, and can help in prevention or managing stress.
- Hospitals should organize proper training programmes for their employees frequently to sharpen various skills for keeping them updated with advanced technology that results in enhancement of the competency and capabilities of the workers.
- Identification of factors leading to stress is not so easy for all, hence, it is suggested that external counselors may be appointed on fixed time intervals to identify the various problems faced by the employees which cause stress at work place, so that remedial measures could be adopted by the organizations.
- The majority of the employees from private hospitals exhibited that they are not able to maintain balance between their professional and personal life which leads stress-related problems. Hence, it is suggested that alternative work schedules like flexi time, staggered hours etc. should be implemented at work place and the priorities should be fixed by the organisation as well as by individual to complete important tasks on time for making better work-life balance.

### **CONCLUSION**

Globalization and the fierce competitive nature of business has created lean organizations with cultures that reward people who work exceptionally hard, spend longer hours at work, and are connected to the organization 24/7 via information and communication. Health sector needs high level of commitment to the patient otherwise it may loss the human life. So, staff nurses' quality of work life and their stress management also very important. Hospitals must take necessary steps to motivate the staff and ensure feasible work environment.

### **REFERENCES**

1. Anusuya, M. "A Study on QWL among the Employees of Public and Private Sector Banks in Tiruchirappalli District." Shanlax International Journal of Commerce, vol. 6, no. S1, 2018, pp. 169–174.
2. Jerome.S(2013) "Study on Quality of Work Life Among the Employees at Baby Engineering Private Ltd, Thuvakkudi, Tiruchirapalli", SUMEDHA Journal of Management, Vol.2, No.4,pp.18-33.
3. Jerome.S(2013) "A Study On Employees' Quality Of Work Life In EID Parry (India) Ltd, Pettavaithalai." Primax International Journal of Commerce and Management Research. Vol.1, Issue No.2, pp. 53-58.
4. Jerome S (2013) "A Study on Quality of Work Life of Employees at Jeppiaar Cement Private Ltd: Perambalur", International Journal of Advance Research in Computer Science and Management Studies, Volume 1, Issue 4, pp.1-7.

5. Subba Rao, P. & Nallema Alfered, G. Quality of Work and Organisational Excellence, GITAM Journal of Management. vol.1, no.1, 2003, pp. 51-60.
6. Walker, J.W. Human Resource Strategy, newyark: McGraw-Hill, 1992.
7. Walton, R.E., Criteria for Quality of Working Life. In Davis L.E., Cherns, A.B. and Associates (Eds). The Quality of Working Life, the free press, newyark, NY, no. 1, 1975, pp. 91-104.