

A Study on Working Environment of Women in Neuro One Hospital, Tiruchirappalli

¹S.CEELIYA JIREEN, ²J.WILFRED ANGELLO GERALD

¹M.Phil Scholar, ²Assistant Professor & Head
PG & Research Department of HRM,
St. Joseph's College, Tiruchirappalli, Tamil Nadu, India

Abstract: In this modern era, women employees are significantly increasing because companies are willing a moving from inequality to equality in gender basis and providing a supportive working environment to women's by equal wages, working hours, health benefits, dearness allowance, precaution and awareness to sexual harassment and etc. This research carried out in "Working Environment of women in Neuro One Hospital in Tiruchirappalli District". The analysis and questionnaire is based on employee's women health, facilities provided, working behavior and supporting facilities that was provided to women employees. The major reason women have been challenged by inequality in the workforce physical conditions exposure, health conditions attribute to work, their health conditions that impact on work, health promotion in the workplace, and health-related benefits provided by employers, most estimates are shown according to age, race, ethnicity, educational attainment and major occupational group.

Keywords: Working Environment, Health, Allowance and Motivations

1. INTRODUCTION:

Women progressively participate in paid work. The title of the study is "working environment of women in Neuro One Hospital, Tiruchirappalli" it is a service sector where women are highly engaged. The education, family background and status play a measurable role in women's decisions related to employment. Gender is dynamically constructed and reconstructed through psychological, interactional and cultural interaction. This research is based on the factors that affect women's health in a hospital environment and the facilities that are efficiently utilized, physical comforts and motivation factor that influence an individual's growth and development. Work life of women employees has become an important subject since time has changed from men was the breadwinner to today's world where both men and women were equally sharing the responsibilities of family life. The workforce has improved over the last many decades, many women still struggle for the s-equality in many occupations. Women are earning post-secondary degree at a quicker rate than men are, however, wage a niche might result from call girls build, personal job preference, or socio-economic circumstances; but, several still face expressed or refined employment discrimination, contributing to continued inequality. The projects highlight the health, safety, facility and motivation that are connected with women work life and factors that determine the work-life balance

1.2 Importance of work environment:

• Training and development

It is necessary for an organization to be kept at par with the changes and regularly train their employees according to the demand and needs. Adapting to change is very crucial as those who don't get replaced by the others as there is so much competition today. This applies to each the individual and also the organization itself.

There can be two kinds of skills that can be developed:

• Hard skills

These skills are not related to any kind of production, but these are related to official matters in the terms of planning and control like payments, order taking, enhancing and promoting etc

•Soft skills

A positive work environment includes routine training programs to improve the efficiency the employees and instill positive attitudes among employees towards their work

•Building trust

It is very important to build trust for proper and smooth working of an organization. The employer should have trust on his employees that whatever they do will be for the goodwill of the organization and employees should also trust that the organization is committed to giving the best possible career, salary and workplace to their employees.

•Team spirit

As a result they will want to be at work, tardiness and absenteeism will be minimal, team will function smoothly, employees may interact with each other and also help out if anyone is facing problem doing their work or need some guidance or support and unit will be better able to carry out the missions and goals of the organization.

• Appreciation

Rewarding employees who put in the effort for their work, this will promote similar behaviors in the future. By rewarding a hard worker you actually promote the hard work spirit in other people also, and in turn, everyone tries to raise their efficiency in order to be the one who gets appreciated

• **The physical condition of work**

The importance of proper work environment and physical condition on the job has been emphasized by industrial psychologists and human engineers. It is necessary that the work surroundings ensures the best ease at work higher ventilation, higher lighting, improved safety devices, reduction in noise, etc. Equally important is the introduction of suitable rest-pauses to enable the men to recap their energy lost in continuous work. this applies to the both individual and the organization itself.

REVIEW OF LITERATURE

Kumaraswamy M and Ashwini S.(2015) in this paper titled "Challenges in WLB of Married working Women" studied that it is important for employees to maintain a healthy balance between work and their private lives. Family life changes that influenced the daily life and work life balance of individuals in today's context include dingle families, parents control households, and dual earning parents, parents working at different locations and increasing household work.

K. Santhana Lakshmi and S. Sujatha Gopinath (2013) consider the three components constitute this WLB. The first component has four factors with heavy loading, viz. marital status, working hours, a requirement of flexibility, additional working hours and over time. The second component lists three factors, viz., and a number of dependents, childcare and reason for overtime with heavy factor loading.

Leaman (1995) reveals that employees who have their performance affected by the workplace environments are those who always complaints on the discomfort and dissatisfaction at the workplace towards the discomforts of the employees such as the lightings, ventilation and also noise

RESEARCH METHODOLOGY:

Objectives of the study

- To study the problems faced by the female employees in balancing their work-life at Neuro One Hospital in Trichy
- To know the work-life environment related to health, welfare and motivation factors
- To know the level of satisfaction of the employees towards their working environment

Hypothesis testing:

- There is a significant association between sitting posture and different department workers
- There is a significant association between strict in a working environment and marital status
- There is a significant association between strict in working environment and employment

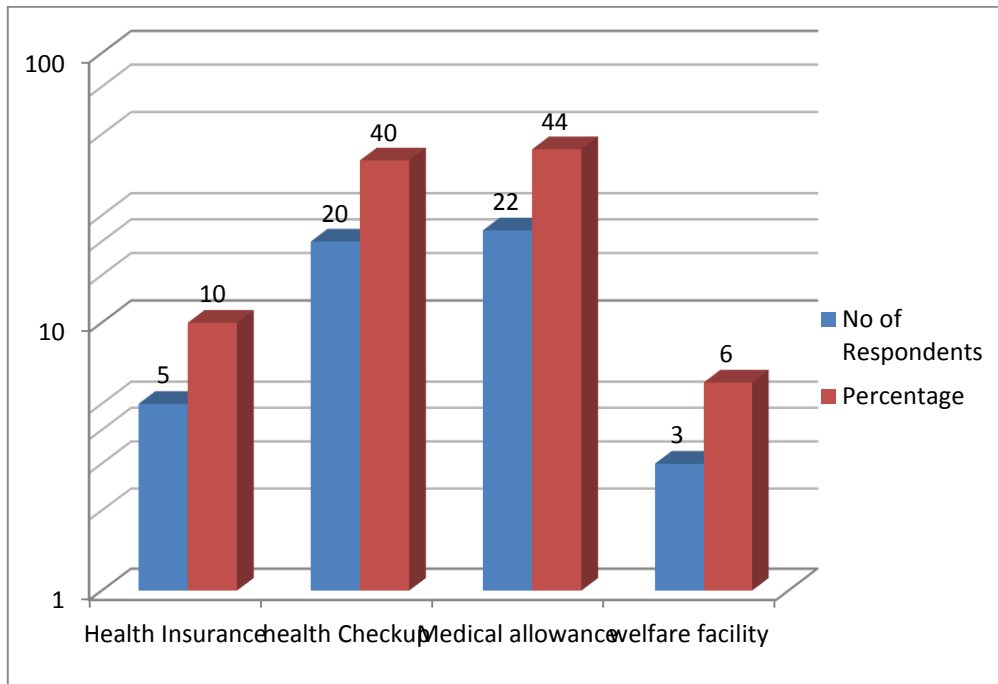
Research design

The researcher had used descriptive research design. The total population of the study contains 170 employees in Neuro One Hospital at Tiruchirappalli. The simple random sampling method used to select 50 respondents as a sample. The primary data was collected through questionnaire, secondary data were collected from different books, journals, websites and company profile.

Limitations of the study:

- The study is confined to 50 respondents due to time constraints so extensive research could not be undertaken
- An Analysis is done on the assumptions that the respondents have given the correct information through a questionnaire
- The study as a sample unit is restricted to a few employees.
- The Unwillingness of the respondents to give actual information

Fig: 1 Have you received any of the following services in your unit



Vaccination every 2 months for all nursing staffs

Health checkup followed every 6 months

Rays measuring dollar should were by every person who are In X-ray department

Welfare facility for maternity women

Health insurance followed by personal willingness

Table 1: Oneway ANOVA significance differences between sitting posture and department

Variables	Department	N	Mean	Std.dev	Df	F	Statistical inference
Are you comfortable with your sitting posture during work time	House Keeping	8	1.6250	.51755	5	2.374	.054 < 0.05 significant
	Nursing	22	1.9091	.61016	44		
	Administration	5	1.6000	.54772	49		
	Emergency Ward	2	2.0000	.00000			
	Surgical Ward	3	1.0000	.00000			
	Front Office	10	1.4000	.51640			

H₁: There is a significant association between sitting posture and department

H₀: There is no significant association between sitting posture and department

Inference:

The above table shows that value of p is 0.054. Hence there is a no significant association between sitting posture and department. . So the null hypothesis is accepted and alternative hypothesis is rejected

Table 2: Oneway ANOVA significance differences between strict in working environment and marital status

Variables	Marital Status	N	Mean	Std.dev	Df	f	Statistical inference
We have a good working environment	Single	18	3.8333	1.09813	5	2.509	p=0.044<0.05 significant
	Married	17	4.5882	.50730			
	Divorced	4	3.2500	1.5000	44		
	Widowed	8	4.2500	.88641			
	Separated	3	10.000	.00000			
	Total	50	4.1800	.98333			

H₂: There is a significant association between strict in working environment and marital status **H₀:** There is no significant association between strict in working environment and marital status **Inference:**

The above table shows that value of p is 0.044. Hence there is a no significant association between strict in working environment and marital status. So the null hypothesis is rejected and alternative hypothesis is accepted.

Table 3: Oneway ANOVA significance differences between strict in working environment and employment

Variables	Employment	N	Mean	Std.Dev	Df	F	Statistical Inference
Working Environment And Employment	Temporary	20	3.7000	1.12858	1	9.286	p=0.004<0.05 significant
	Permanent	30	4.5000	.73108	48		
	Total	50	4.1800	.98333	49		

H₃: There is a significant association between strict in working environment and employment

H₀: There is no significant association between strict in working environment and employment

Inference:

The above table shows that value of p is 0.004. Hence there is a significant association between strict in working environment and employment. So the null hypothesis is rejected and alternative hypothesis is accepted.

CONCLUSION:

Women constitute an important section of the workforce. However, the current scenario of an oversized range of qualified girls UN agency thanks to numerous circumstances are missed of their jobs has to be addressed. The problems featured are many, however, considerably; most frequently the "break in their careers" arises out of kinship and family responsibilities." Achieving an honest balance between work and family commitments may be a growing concern for modern workers and organizations. There is currently mounting evidence-linking work-life imbalance to reduced health and prosperity among people and families. It is not surprising then that there is increasing interest among organizational for introducing work-life balance policies in their organizations. Work-life balance policies are possibly to be with success integrated into organizations that have a transparent understanding of their business explanation and that respect the importance of work-life balance for all employees. Whatever the chosen course, it's hoped that this scientific research report can kind a stepping stone within the method and supply a basis for reflection and discussion on work environment issues in the service industry.

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