

Life Satisfaction and Work Life Conflict among Nurses

Dr. Jomon Joy,
Research Scholar

Submitted: 01-08-2021

Revised: 14-08-2021

Accepted: 17-08-2021

ABSTRACT

The aim of the study was to assess the relationship between life satisfaction and work life conflict. Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. Work-life conflict is defined as a form of inter-role conflict in which work and family demands are mutually incompatible so that meeting demands in one domain makes it difficult to meet demands in the other. Survey method is adopted in this study, which is descriptive and associated in nature. This study explores the various dimensions of, work-life conflict and life satisfaction. The total sample size of the research was 250 nurses. The result of the study proved that there is no correlation between life satisfaction and work life conflict

Keywords: Life satisfaction, work-life conflict

NURSING AS A PROFESSION

Nurses are on the frontlines of administering and evaluating your treatment. If you're a patient, nurses are your greatest advocate. Because they spend more time with you, nurses can comprehensively moderate your progress. Nurses also provide invaluable emotional support. They understand the complexities and implications of an illness. They can counsel you and your family through everything from understanding a chronic condition to coping with death and dying. Their knowledge of illness combined with exceptional people skills provides comfort and stability. For many patients; this relationship is an anchor in the tumultuous waters of the hospital system.

LIFE SATISFACTION

Life satisfaction is often considered a desirable goal, in and of itself, stemming from the Aristotelian ethical model, eudaimonism, (from eudaimonia, the Greek word for happiness) where correct actions lead to individual well-being, with happiness representing the supreme good (Myers, 1992). Moreover, life satisfaction is related to

better physical and mental health (Beutell, 2006), longevity, and other outcomes that are considered positive in nature. Men and women are similar in their overall levels of life satisfaction although women do report more positive and negative affect. Married people are more satisfied with their lives and those with life-long marriages appear to be the most satisfied. Life satisfaction tends to be stable over time suggesting a dispositional, and perhaps, even a genetic component. Diener et al. (1999) have examined the life satisfaction set-point (a relatively stable level that an individual will return to after facing varying life circumstances) reporting that there are longitudinal changes in satisfaction levels for about one-quarter of their respondents (Diener, et al., 1999)

Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. It is one of three major indicators of well-being: life satisfaction, positive affect, and negative affect. Although satisfaction with current life circumstances is often assessed in research studies, Diener, et al. (1999) also include the following under life satisfaction: desire to change one's life; satisfaction with past; satisfaction with future; and significant other's views of one's life. Related terms in the literature include happiness (sometimes used interchangeably with life satisfaction), quality of life, and (subjective or psychological) well-being (a broader term than life satisfaction). The research on life satisfaction and cognate concepts is extensive and theoretical debates over the nature and stability of life satisfaction continue. Life satisfaction is frequently included as an outcome or consequence variable in work-family research (Allen, Herst, Bruck, & Sutton, 2000)

Life satisfaction is a measure of individuals perceived level of well-being and happiness. It is frequently assessed in surveys, by asking individuals how satisfied they are with their own life. It is sometimes used as a synonym for

subjective happiness and subjective well-being however questions tapping life satisfaction and happiness are slightly different and well being can be seen as broader term. The most commonly used question probing life satisfaction, as focused in the world values survey is “All things considered, how satisfied are u with your life as a whole these days?” (Evans & Kelly, 2004)

Work-life-conflict

Work-life conflict is defined as a form of inter-role conflict in which work and family demands are mutually incompatible so that meeting demands in one domain makes it difficult to meet demands in the other (Edwards & Rothbard, 2000; Greenhaus & Beutell 1985). This definition implies a multi-directional relationship where work can affect family and vice versa (Frone, 2002). When work and family are in conflict, obtaining rewards in one domain requires foregoing rewards in the other (Edwards and Rothbard, 2000). Work-life conflict can be considered to have two major components: the practical aspects associated with time crunches and scheduling conflicts (i.e. an employee cannot be in two different places at the same time), and the perceptual aspect of feeling overwhelmed, overloaded or stressed by the pressures of multiple roles. work-family conflict occurs when an individual experiences incompatible demands between work and family roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface.

It is important for organizations and individuals to understand the implications linked to work-family conflict. In certain cases, work-family conflict has been associated with increased occupational burnout, job stress, decreased health, and issues pertaining to organizational commitment and job performance

RESEARCH METHOD

Research methodology is the description, explanation and justification of various methods of conducting research. Survey method is adopted in this study, which is descriptive and associated in nature. This study explores the various dimensions of, work-life conflict and life satisfaction.

Hypotheses

1. There will be significant correlation between work/family conflict and life satisfaction of nurses

2. There will be a significant difference in work life satisfaction of nurses on the basis of their type of institution
3. There will be a significant difference in work life satisfaction of nurses on the basis of their gender

TOOLS USED

The present study involves variables namely emotional intelligence, work/family conflict and life satisfaction. Hence three measures were needed. The instruments used included those, which have been developed and standardized by experts in the field. The selected tools were:

1. Multi-dimensional Work/Family Conflict Scale (Carlson, et al., 2000)
2. Life satisfaction inventory (Promeela Singh & George Joseph, 2002)

A brief description of the tools used including their psychometric prospective are given below.

Multi-dimensional Work/Family Conflict Scale

Multi-dimensional Work/Family Conflict Scale is Developed by Carlson, et al. The multi-dimensional work/family conflict scale is the only one in publication that taps the bi-directionality (i.e., work-to-family and family-to-work). It is containing a total of 18 items.

Reliability and validity

Internal consistency of the six factors exceeded accepted levels of 0.70 (Nunnally & Bernstein, 1994) with alpha values ranging from 0.78 to 0.87. Finally, discriminant validity test of factor correlations indicate phi values ranging from 0.24 to 0.83, with only two correlations above the 0.60 mark, thereby supporting that each factor is tapping a different construct (Carlson, et al., 2000).

Life satisfaction inventory

Life satisfaction inventory is developed by Dr. Promeela Singh and George Joseph, 2002. There are 35 statements in this inventory to be answered on a five point scale. This scale intends to measure the life satisfaction of the employees which include the all-round activities of the employee.

Reliability and Validity

The test-retest reliability computed after a lapse of 8 week turned out to be 0.91. The coefficient of correlation was found to be 0.83. The scale also possess the face and content validity

SAMPLE

The sample of the study consisted of nurses from Kerala.. The total sample size of the research was 250 nurses. The subject are further

classify on the basis of various strata such as gender, age type of institutions, experience and marital status.

SI.No	Variable	Groups	N	Mean	S.D	M.D	S.E.D	't' Value
1	Life satisfaction	Govt.	100	56.78	8.75	5.68	1.70	3.12**
		Private	140	43.22	8.29			

RESULT AND DISCUSSION

Statistical analysis helps the researcher to test the spelt out hypothesis from which conclusions can be drawn.The detailed analysis of data with the testing of hypothesis is presented in this chapter.

Hypothesis 1

There will be significant correlation among and life satisfaction and work-family conflict of nurses

Table 4.03 Shows the Correlation coefficient of Work/Family and Life satisfaction of nurses

	Work to life	Life to work	Work/family
Life satisfaction	0.49	0.57	0.60

- *Significant at 0.05 level
- **Significant at 0.01 level
- ***Significant at 0.001 level

Table 4.01 reveals that life satisfaction and work/family conflict is not significantly correlated. The two dimensions of work/family

conflict namely work to life and life to work is also not significantly correlated. Hence the hypothesis is not accepted. So the researcher is able to say that the life satisfaction is not affecting the level of work/family conflict and similarly work family conflict or its dimensions does not have any impact on life satisfaction of nurses.

Hypothesis 2

There will be a significant difference in life satisfaction of nurses on the basis of type of institution

SI.No	Variable	Groups	N	Mean	S.D	M.D	S.E.D	't' Value
1	Life satisfaction	Govt.	100	56.78	8.75	5.68	1.70	3.12**
		Private	140	43.22	8.29			

Table 4.42 shows the life satisfaction of the nurses on the basis of type of institution

- *Significant at 0.05 level
- **Significant at 0.01 level
- ***Significant at 0.001 level

It is observed from the table that the t value is 3.12 and which is significant at 0.01 level. That means there is a significant difference in life satisfaction on the basis of type of institution. Hence the hypothesis is accepted. The mean values of the nurses who are working in government hospitals are 56.78 and for those who are employed

in private hospitals are 43.22. This shows that the nurses who are working in government hospitals are possessing better life satisfaction than private hospitals. Generally the government job provides a very decent salary and one can feel security within the job. There are ample chances of periodical promotions which lead to the status and intrinsic aspects. The other benefits, such as free medical services, leave, leisure, and rest are properly scheduled in government jobs much better than the private jobs. Hence, it is natural that the nurses

working in government organization have higher life satisfaction than their counterparts

Hypothesis 3

There will be a significant difference in life satisfaction of nurses on the basis of gender

SI.No	Variable	Groups	N	Mean	S.D	M.D	S.E.D	't' Value
1	Life satisfaction	Male	55	50.51	8.15	5.68	1.70	2.12
		Female	185	49.49	8.19			

Table 4.3 shows the life satisfaction of the nurses on the basis of gender

*Significant at 0.05 level

**Significant at 0.01 level

***Significant at 0.001 level

From the table 4.3 it is observed that the t value is 2.12 and the mean value is 50.51 and 49.49 for male and female respectively. As the t value is not significant, it is able to conclude that there are no significant differences in life satisfaction on the basis of gender. Hence the hypothesis is not accepted. The result shows that the male and female nurse does not have any differences in their life satisfaction. This may be because in Kerala scenario both men and women are treated equally.

CONCLUSION

The study found that there is no relation between life satisfaction and work-life conflict. In addition to this the research proved that the nurse's works in government sector shows more life satisfaction than the other group. Another result conveyed that male and female nurses are not having any difference in life satisfaction

REFERENCE

[1]. Aiken, L. S., & West, S. G. (1991). Multiple regression: Testing and interpreting interactions. Newbury Park, CA: Sage.

[2]. Allen, T., Herst, D., Bruck, C., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, 5, 278–308.

[3]. Bedeian, A.G., Burke, B.G., & Moffett, R.G. (1988). Outcomes of work-family conflict among married male and female professionals. *Journal of Management*, 14, 475-491. <http://www.ugc.infonet.in>. retrieved on 15.05.2010

[4]. Chiva, R. & Alegria, J. (2008). Emotional intelligence and job satisfaction: The role of

organisational learning capability. *Personnel Review*, 37(6), 680-701.

[5]. Gragg, P. & Hebert, P.M. (2008). From theory to practice: Operation emotional intelligence. *Legal Reference Services Quarterly*, 27, 241-253.

[6]. Heddlock, M. (2005). Association of Emotional Intelligence and Life Satisfaction, *Psychological Bulletin*, 39, 412-417. <http://www.sagepub.com>. retrieved on 10.03.2010.

[7]. Kinnunen, U., Feldt, T., Geurts, S., & Pulkkinen, L. (2006). Types of work-family interface: Well-being correlates of negative and positive spillover between work and family. *Scandinavian Journal of Psychology*, 47(2), 149-162.

[8]. Klitzman, S., House, J.S., Israel, B.A., & Mero, R.P. (1990). Work stress, non-work stress, and health. *Journal of Behavioral Medicine*, 13, 221–243.

[9]. Najirabi (2000). Work value and job satisfaction of female employees. Unpublished dissertation.

[10]. Near, P.J. (1984). A Study of the relationship between job satisfaction and life satisfaction, *Journal of the IAAP Abstract*, 28, 82-86. <http://www.papers.ssrn.com>. retrieved on 27.04.2010.