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Influence of time in creating work-life balance among female nursing staffs

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Abstract

In the current era the women entered the medical field in increasing numbers to create their work-life-balance they have to manage the tensions between career and family. Female nursing staffs have to make the balancing of family, parental, and occupational roles when making career decisions. This situation really comes down in setting priorities and knowing that one can't have everything, but with a lot of effort, one can have everything that matters. Although many women have navigated this territory, but still it remains challenging because of the tremendous pressure and time demands on females working in medicine, particularly in the competitive, male-dominated specialties. Basic issues that female nursing staffs come apart is child care; stress both physical and mental, time issues etc. to check that whether the time is an important factor for wife-work integration among female nursing staffs in the Rajasthan state. With the data analysis of the respondents the study uncovers the main attributes configuring Time management for proper life-work integration among female nursing staffs working in the hospitals in Rajasthan.

Keywords: Work-life balance, nursing, management

1. Introduction

In today's business world time is increasingly at a premium. It is rightly said "Time and Tide wait for none". An individual should understand the value of time for one to succeed in all aspects of life. Here time management helps us to have a greater sense of control over one's life – both at work and at home.

Time management refers to managing time effectively so that the right time is allocated to the right activity. And the tool that proves to be effective in managing the time effectively is "Prioritization". Prioritization is the ability to understand the difference between important and urgent work. Thus helps out in making the best and most effective use of one's time, ability, and resources.

The participation of women in the paid labor force has increased steadily in recent years. Talking about the Medicine, it is that profession in which commitment and wholeheartedness to the wellbeing of others is of supreme importance. It is a competitive and demanding field that requires unwavering devotion and constant sacrifices. Female have navigated to this territory as well, and it is also very much true that female nursing staffs are far more than male nursing staffs. With the entry of female in the medical field, increasing numbers of the tensions between career and family became more prominent. When male are at the work their wife is there at the home to look after their children, household work etc. But the scenario changes which the entry of female in corporate world. Although female have taken on additional responsibilities away from home, their household duties often remain the same. This situation really comes down in setting priorities and knowing that one can't have everything, but with a lot of effort, one can have everything that matters.

There are many choices in life and often-times female have to choose among these many choices at the very same time. Everyone gets the same amount of time each day, and it's limited, therefore it's important to make the most of your time if we ever want to be more than average at the workplace. With the practice of good time management, one has more time to breathe; this allows them to determine which choices are the best to make.

Time management is the key to success; it allows one to take control of one's life rather than follow the flow of others.

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Also by taking control of your time, you're able to stay focused on the task at one hand also accomplish more, make better decisions, and work more efficiently on other hand, this leads to a more successful life.

Time management is an effective aid of planning in and employing conscious control over the amount of time spent on specific activities, especially to increase effectiveness, efficiency or productivity. It proves to be key element to effective work-life integration. Effectively implementing time will reduce stress and help bring balance to life in and out of the office.

1.1 Objectives

1. To examine the role of time for female nursing staff in managing personal and family needs.
2. To ascertain the time demand or time management in professional aspect.
3. To identify key variables having positive impact on satisfaction of female nursing staffs in managing the time

2. Reviews of literature

The reviews on the subject of the time and work life balances are included in this section as under:

Catherine Hakim (2006) ^[1] revealed that there is solid evidence that men and women continue to differ. However, some careers and occupations cannot be domesticated—examples are given—and this also poses limits to social engineering. Man Yee Kan, (2005) ^[2] aimed to provide an investigation into married/cohabiting women's work histories, their gender-role attitudes, and the relationship between their level of labour market participation and gender role attitudes; using in nine-year period of work-life history data from the British Household Panel Survey (1991–1999). He found that presence of dependent children has little or no negative effect on a work-centered woman's chance of being engaged in full-time work. But the findings could not rule out the possibility that women's employment careers are still constrained. The most work-centered women despite having been committed mostly to a full-time work still have displayed a certain degree of discontinuity in their career pursuits. Finally, contrary to corollary of the preference theory, the relationship between gender role attitudes and women's participation in labour market work is reciprocal rather than unidirectional.

Desirae M. Domenico and Karen H. Jones (2006) ^[3], presents an overview of women's participation in the workforce and the progress of women's career development and career aspirations in the latter half of the 20th century, and revealed that due to an increase in women's participation in the workforce had led to the study of career aspirations of women. Career aspirations are influenced by factors such as gender, socioeconomic status, race, parents' occupation and education level, and parental expectations. Sarah Holly and Alwine Mohnen (2015) ^[4] focused in connecting work hours to that of satisfaction with desirable work– life balance, and revealed that a good work–life balance results in high satisfaction. Moreover, this study offered greater understanding of the influence of working hour conditions on employee satisfaction. The results show that high working hours and overtime do not lead to lower satisfaction. Rather, more working hours and overtime have positive effects on life and job satisfaction, but the desire to reduce working hours has a negative impact on job and life

satisfaction. The interplay of working hours and work–life balance remains important for companies and their human resource policies. Glese Verlander (2004) ^[6] Attempted to be at all places, however, can lead to enormous stress and personal sacrifice and, ultimately, is not good for the individual, the family, or for one's patients and work. With increased social support, greater job control, and increased flexibility at work, career satisfaction increases and psychological stress decreases. Thus, set up the priorities for one is a key to lead happy and successful life.

Employment Market Analysis and Research (EMAR) [March 2007 (Amended June 2011)] ^[7] revealed that work-life balance practices meet employees' needs, including their views on the feasibility of their employer extending these arrangements also establish how, and to what extent, employees are informed of, and are involved in, the development and implementation of the various work-life balance arrangements; including whether there are procedures in place for taking their views into account. Ascertain employees' views on the impact of work-life balance practices, including the impact on employee commitment, and the employment relations' climate.

Nancy R. Lockwood (2003) ^[5] revealed that in today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions—for organizations and employees alike to work/life balance. Jill Kirby (2003) ^[8] revealed that the vision of family life, all adults of working age, regardless of gender or parental status, should ideally be in full-time paid employment, equal earners and taking equal shares in their domestic responsibilities. But the evidence shows that the choices women make are based on a different set of priorities from those of their male counterparts. Thus, it claims to the achievement of a better work-life balance. Toyin Ajibade Adisa, Chima Mordi and Sugandha (2014) ^[9] current article focuses on the work life integration of all service sector employees on the basis of age, sex, location, different sectors and companies and attempt to explain the fact that work-life balance is not a structure way however it's a process to manage the given two dimensions prudently. It explains the fact that work life balance is not only important for an employer but also to an employee. It also summarizes on the fact that the employer should look into the matter to re-engineer the job description.

3. Research Methodology

As per objective of the present research, to explore attitudes and beliefs of women in the formal work organizations of government as well as private hospital industries regarding the life-work integration challenges faced by women nursing staff working in Rajasthan state the study were conducted. The methodology of the research work can be explained as under:

3.1 Data Type

To conduct the current study the data on 5 points Likert scale (strongly disagree to strongly agree) were gathered on the basis of the women nursing staff in Rajasthan district.

3.2 Data Source

The data for the current study were gathered by using the primary data collection source. For this purpose the data of the women nursing staff were gathered by using a structured questionnaire.

3.3 Sample Size

The respondents were selected using convenience sampling from the state Rajasthan in India. The total respondents were 500 Female Nursing Staff of Government sector and Private sector Hospital. The sample size was chosen from various age groups.

3.4 Data collection method

An empirical study was collected by using an interview and questionnaire. The same were designed keeping in view all

the set objectives and were being distributed randomly among Female Nursing Staff of Government sector and Private sector Hospital in the state.

3.5 Data Analysis tools

Various statistical analyses were performed to test the different hypotheses. Statistical tool multiple regressions were used to examine the role of time for female nursing staff of hospital in managing personal and professional needs for the better work-life-integration.

3.6 Data analysis

The data of the demographic profile of the respondents were collected for the current study that is shown in table -1 as under:

Table 1: Demographic of respondents

| Category | Description | Percent | Category | Description | Percent |
|------------------|----------------------|---------|----------------------|--------------------|---------|
| Age | Below 20 Year | 6.0 | Income of responders | Rs. 5000 to 10000 | 37.2 |
| | 21-30 Years | 58.4 | | Rs. 10001 to 15000 | 39.0 |
| | 31-40 Years | 30.8 | | Rs. 15001 to 20000 | 18.6 |
| | 41-50 Years | 3.6 | | Rs. 20001 & above | 5.0 |
| | Above 50 Years | 1.2 | | Rs. 5000 to 10000 | .2 |
| Type of Hospital | Government | 25.8 | Marital Status | Married | 70.8 |
| | Private | 74.2 | | Unmarried | 29.2 |
| Experience | Less than 5 year | 33.8 | Working hours | Less than 8 hours | 40.8 |
| | 5 Year to 10 Years | 39.8 | | 8-10 hours | 50.8 |
| | 10 Years to 15 Years | 21.4 | | 10-12 hours | 6.8 |
| | More than 15 Years | 5.0 | | More than 12 hours | 1.6 |

To examining the role of time for female nursing staff of hospital in managing personal and professional needs, the multiple regression analysis for time related variables were conducted with the data from the 300 female nursing and the following hypothesis were developed:

H1: The attributes configuring Time management of female nursing staffs significantly influence their satisfaction from Work life balance.

To identify key variables having positive impact on satisfaction of female nursing staffs in managing the time, multivariate regression analysis has been used with SPSS-19 software and results were shown as under:

Table 2: Multiple regression analysis for role of time

| a. Descriptive Statistics | | | |
|---------------------------|--------|----------------|-----|
| | Mean | Std. Deviation | N |
| SAT_WLB | 4.3434 | .74201 | 297 |
| Time_1 | 4.3030 | .97732 | 297 |
| Time_2 | 4.3569 | .88181 | 297 |
| Time_3 | 4.2626 | .98213 | 297 |
| Time_4 | 3.8923 | 1.12188 | 297 |
| Time_5 | 3.2458 | 1.43444 | 297 |
| Time_6 | 3.2121 | 1.42331 | 297 |
| Time_7 | 3.0438 | 1.54704 | 297 |
| Time_8 | 3.9697 | 1.08230 | 297 |
| Time_9 | 4.0505 | 1.01049 | 297 |
| Time_10 | 4.5084 | .80587 | 297 |
| Time_11 | 3.8889 | 1.03541 | 297 |

| b. Correlations | | | | | | | | | | | | | |
|---------------------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| | | SAT_WLB | Time_1 | Time_2 | Time_3 | Time_4 | Time_5 | Time_6 | Time_7 | Time_8 | Time_9 | Time_10 | Time_11 |
| Pearson Correlation | SAT_WLB | 1.000 | .280 | .168 | .261 | .118 | -.035 | -.018 | -.028 | .139 | .247 | .204 | .151 |
| | Time_1 | .280 | 1.000 | .631 | .783 | .655 | .426 | .391 | .355 | .622 | .463 | .529 | .538 |
| | Time_2 | .168 | .631 | 1.000 | .664 | .585 | .368 | .381 | .315 | .518 | .454 | .343 | .428 |
| | Time_3 | .261 | .783 | .664 | 1.000 | .648 | .398 | .383 | .315 | .592 | .480 | .509 | .547 |
| | Time_4 | .118 | .655 | .585 | .648 | 1.000 | .516 | .480 | .396 | .526 | .342 | .326 | .528 |
| | Time_5 | -.035 | .426 | .368 | .398 | .516 | 1.000 | .793 | .765 | .547 | .397 | .210 | .548 |
| | Time_6 | -.018 | .391 | .381 | .383 | .480 | .793 | 1.000 | .810 | .555 | .380 | .174 | .569 |
| | Time_7 | -.028 | .355 | .315 | .315 | .396 | .765 | .810 | 1.000 | .564 | .383 | .191 | .518 |
| | Time_8 | .139 | .622 | .518 | .592 | .526 | .547 | .555 | .564 | 1.000 | .493 | .436 | .591 |
| | Time_9 | .247 | .463 | .454 | .480 | .342 | .397 | .380 | .383 | .493 | 1.000 | .408 | .406 |

| | | | | | | | | | | | | | |
|-----------------|---------|------|------|------|------|------|------|------|------|------|------|------|------|
| Sig. (1-tailed) | Time 10 | .204 | .529 | .343 | .509 | .326 | .210 | .174 | .191 | .436 | .408 | 1.00 | .412 |
| | Time 11 | .151 | .538 | .428 | .547 | .528 | .548 | .569 | .518 | .591 | .406 | .412 | 1.00 |
| | SAT_WLB | . | .000 | .002 | .000 | .021 | .273 | .378 | .316 | .008 | .00 | .000 | .005 |
| | Time 1 | .000 | . | .000 | .000 | .00 | .00 | .000 | .00 | .00 | .00 | .000 | .000 |
| | Time 2 | .002 | .000 | . | .000 | .00 | .00 | .000 | .00 | .00 | .00 | .000 | .000 |
| | Time 3 | .000 | .000 | .000 | . | .00 | .00 | .000 | .00 | .00 | .00 | .000 | .000 |
| | Time 4 | .021 | .000 | .000 | .000 | . | .00 | .000 | .00 | .00 | .00 | .000 | .000 |
| | Time 5 | .273 | .000 | .000 | .000 | .00 | . | .000 | .00 | .00 | .00 | .000 | .000 |
| | Time 6 | .378 | .000 | .000 | .000 | .00 | .00 | . | .00 | .00 | .00 | .001 | .000 |
| | Time 7 | .316 | .000 | .000 | .000 | .00 | .00 | .000 | . | .00 | .00 | .000 | .000 |
| | Time 8 | .008 | .000 | .000 | .000 | .00 | .00 | .000 | .00 | . | .00 | .000 | .000 |
| | Time 9 | .000 | .000 | .000 | .000 | .00 | .00 | .000 | .00 | .00 | . | .000 | .000 |
| Time 10 | .000 | .000 | .000 | .000 | .00 | .00 | .001 | .00 | .00 | .00 | . | .000 | |
| Time 11 | .005 | .000 | .000 | .000 | .00 | .00 | .000 | .00 | .00 | .00 | .000 | . | |
| N | SAT_WLB | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 1 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 2 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 3 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 4 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 5 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 6 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 7 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 8 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 9 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 10 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |
| | Time 11 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 | 297 |

| c. Variables Entered/Removed ^a | | | |
|---|-------------------|-------------------|---|
| Model | Variables Entered | Variables Removed | Method |
| 1 | Time 1 | . | Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100). |
| 2 | Time 5 | . | Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100). |
| 3 | Time 9 | . | Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100). |

a. Dependent Variable: SAT_WLB

| d. Model Summary | | | | | | | | | |
|------------------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .280 ^a | .078 | .075 | .71354 | .078 | 25.085 | 1 | 295 | .000 |
| 2 | .328 ^b | .108 | .101 | .70336 | .029 | 9.605 | 1 | 294 | .002 |
| 3 | .374 ^c | .140 | .131 | .69156 | .033 | 11.122 | 1 | 293 | .001 |

- a. Predictors: (Constant), Time_1
- b. Predictors: (Constant), Time_1, Time_5
- c. Predictors: (Constant), Time_1, Time_5, Time_9

| e. ANOVA ^d | | | | | | |
|-----------------------|------------|----------------|-----|-------------|--------|-------------------|
| | Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 12.772 | 1 | 12.772 | 25.085 | .000 ^a |
| | Residual | 150.198 | 295 | .509 | | |
| | Total | 162.970 | 296 | | | |
| 2 | Regression | 17.523 | 2 | 8.762 | 17.711 | .000 ^b |
| | Residual | 145.446 | 294 | .495 | | |
| | Total | 162.970 | 296 | | | |
| 3 | Regression | 22.843 | 3 | 7.614 | 15.921 | .000 ^c |
| | Residual | 140.127 | 293 | .478 | | |
| | Total | 162.970 | 296 | | | |

- a. Predictors: (Constant), Time_1
- b. Predictors: (Constant), Time_1, Time_5
- c. Predictors: (Constant), Time_1, Time_5, Time_9
- d. Dependent Variable: SAT_WLB

| f. Coefficients ^a | | | | | | | | | | | |
|------------------------------|------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|-------|-------------------------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 3.429 | .187 | | 18.313 | .000 | | | | | |
| | Time 1 | .213 | .042 | .280 | 5.008 | .000 | .280 | .280 | .280 | 1.00 | 1.00 |
| 2 | (Constant) | 3.483 | .185 | | 18.787 | .000 | | | | | |
| | Time 1 | .274 | .046 | .360 | 5.917 | .000 | .280 | .326 | .326 | .818 | 1.22 |
| | Time 5 | -.098 | .032 | -.189 | -3.099 | .002 | -.035 | -.178 | -.171 | .818 | 1.22 |
| 3 | (Constant) | 3.190 | .202 | | 15.769 | .000 | | | | | |
| | Time 1 | .216 | .049 | .285 | 4.446 | .000 | .280 | .251 | .241 | .716 | 1.39 |
| | Time 5 | -.124 | .032 | -.240 | -3.883 | .000 | -.035 | -.221 | -.210 | .768 | 1.30 |
| | Time 9 | .155 | .046 | .210 | 3.335 | .001 | .247 | .191 | .181 | .737 | 1.35 |

- a. Dependent Variable: SAT_WLB

| g. Excluded Variables ^d | | | | | | | | |
|------------------------------------|---------|--------------------|-------------------|---------------------|-------------------------|------|-------------------|-------|
| Model | Beta In | t | Sig. | Partial Correlation | Collinearity Statistics | | | |
| | | | | | Tolerance | VIF | Minimum Tolerance | |
| 1 | Time 2 | -.014 ^a | -.190 | .850 | -.011 | .602 | 1.660 | .602 |
| | Time 3 | .107 ^a | 1.194 | .234 | .069 | .387 | 2.581 | .387 |
| | Time 4 | -.115 ^a | -1.563 | .119 | -.091 | .570 | 1.753 | .570 |
| | Time 5 | -.189 ^a | -3.099 | .002 | -.178 | .818 | 1.222 | .818 |
| | Time 6 | -.150 ^a | -2.499 | .013 | -.144 | .847 | 1.180 | .847 |
| | Time 7 | -.146 ^a | -2.458 | .015 | -.142 | .874 | 1.145 | .874 |
| | Time 8 | -.057 ^a | -.797 | .426 | -.046 | .613 | 1.631 | .613 |
| | Time 9 | .150 ^a | 2.389 | .018 | .138 | .785 | 1.273 | .785 |
| | Time 10 | .078 ^a | 1.185 | .237 | .069 | .721 | 1.388 | .721 |
| | Time 11 | .001 ^a | .011 | .992 | .001 | .711 | 1.406 | .711 |
| | 2 | Time 2 | .018 ^b | .249 | .804 | .015 | .590 | 1.694 |
| Time 3 | | .140 ^b | 1.577 | .116 | .092 | .382 | 2.615 | .372 |
| Time 4 | | -.042 ^b | -.540 | .589 | -.032 | .502 | 1.992 | .502 |
| Time 6 | | -.025 ^b | -.272 | .786 | -.016 | .367 | 2.725 | .354 |
| Time 7 | | -.028 ^b | -.323 | .747 | -.019 | .413 | 2.421 | .387 |
| Time 8 | | .035 ^b | .460 | .646 | .027 | .516 | 1.937 | .516 |
| Time 9 | | .210 ^b | 3.335 | .001 | .191 | .737 | 1.357 | .716 |
| Time 10 | | .074 ^b | 1.141 | .255 | .067 | .720 | 1.388 | .617 |
| 3 | Time 2 | -.032 ^c | -.449 | .654 | -.026 | .565 | 1.771 | .537 |
| | Time 3 | .087 ^c | .977 | .329 | .057 | .368 | 2.715 | .367 |
| | Time 4 | -.034 ^c | -.441 | .660 | -.026 | .501 | 1.994 | .501 |
| | Time 6 | -.052 ^c | -.575 | .565 | -.034 | .364 | 2.746 | .351 |
| | Time 7 | -.064 ^c | -.751 | .453 | -.044 | .407 | 2.459 | .384 |
| | Time 8 | -.021 ^c | -.272 | .786 | -.016 | .491 | 2.035 | .491 |
| | Time 10 | .027 ^c | .406 | .685 | .024 | .682 | 1.465 | .588 |
| | Time 11 | .076 ^c | 1.073 | .284 | .063 | .578 | 1.730 | .578 |

- a. Predictors in the Model: (Constant), Time_1
- b. Predictors in the Model: (Constant), Time_1, Time_5
- c. Predictors in the Model: (Constant), Time_1, Time_5, Time_9
- d. Dependent Variable: SAT_WLB

| h. Collinearity Diagnostics ^a | | | | | | | |
|--|-----------|-------------|-----------------|----------------------|--------|--------|--------|
| Model | Dimension | Eigen value | Condition Index | Variance Proportions | | | |
| | | | | (Constant) | Time_1 | Time_5 | Time_9 |
| 1 | 1 | 1.975 | 1.000 | .01 | .01 | | |
| | 2 | .025 | 8.933 | .99 | .99 | | |
| 2 | 1 | 2.881 | 1.000 | .01 | .00 | .02 | |
| | 2 | .096 | 5.482 | .12 | .04 | .92 | |
| | 3 | .024 | 11.044 | .87 | .95 | .06 | |
| 3 | 1 | 3.845 | 1.000 | .00 | .00 | .01 | .00 |
| | 2 | .101 | 6.166 | .06 | .02 | .92 | .02 |
| | 3 | .031 | 11.215 | .19 | .18 | .01 | .97 |
| | 4 | .024 | 12.763 | .75 | .80 | .06 | .00 |

- a. Dependent Variable: SAT_WLB

Annexure 1: Variables of Time Management

| Sr. No. | Variables | SPSS Code |
|---------|--|-----------|
| 1 | Time to my family members after the work. | Time_1 |
| 2 | Time for children studies | Time_2 |
| 3 | Time for solving the family members problems | Time_3 |
| 4 | Time for social activities | Time_4 |
| 5 | Time for hobbies | Time_5 |
| 6 | Physical health & fitness time | Time_6 |
| 7 | Self-development time | Time_7 |
| 8 | Working hour's satisfaction | Time_8 |
| 9 | Work place occupancy | Time_9 |
| 10 | Helping patient even after working hours. | Time_10 |
| 11 | Sufficient time to do my things effectively | Time_11 |

3.7 Result: Assessing Overall Model Fit

The final Regression model with 3 independent variables (Time_1, Time_5 and Time_9) explains almost 13.1% of the variance of Time related work life balance. Also, the

standard errors of the estimate has been reduced to .69156, which means that at 95% level, the margin of errors for any predicted value of accounting satisfaction from work life balance can be calculated as $\pm 1.3554576 (1.96 \times .69156)$.

The three regression coefficients, plus the constraint is significant at 0.05 levels. The impact of multi-colinerarity in the variable is substantial. They all have the tolerance value less than 0.737, indicating that over 26.3% of the variance is accounted for by the other variables in the equation.

3.8 ANOVA Analysis

The ANOVA analysis provides the statistical test for overall model fit in terms of F Ratio. The total sum of squares (162.970) is the squared error that would accrue if the mean of work and family has been used to predict the dependent variable. Using the values of Time₁, Time₅ and Time₉ this errors can be reduced by 14.02% (22.843/162.970). This reduction is deemed statistically significant with the F ratio of 15.921 and significance at level of 0.000°. With the above analysis it can be conclude that three variables i.e., Time₁, Time₅ and Time₉ explains satisfaction from work life balance of the female nursing staffs for managing their time.

4. Conclusion

Thus we can conclude by saying that time management, like any other skill, is not hard to develop. Time should be kept not as an enemy, but as a companion towards your destined paths. But what is important here is to manage one's time prudently. One should lead their lives with ways to manage our resources, energy, and time efficiently. Work life integration is constructive technique which increases individual morale and also improves companies' working culture. Role of time in integrating or amalgamating these two terms, i.e., work and life, is of vital importance. Also it is agreeable that an employee seek out companies that support healthy integration between work and life and so as the support of the family member on other hand. The current study were conducted to measure the role of time for female nursing staff of hospital in managing personal and professional needs of life-work integration among female nursing staffs in the geographical area of the study. With the data analysis of the respondents it was found that the three variables i.e., they can give reasonable time to their family members after my working hours (Time₁), they got time for their hobbies (Time₅) and they are occupied at their work place for full working hours (Time₉) explains satisfaction from work life balance of the female nursing staffs for managing their time. This means that they are happy with the integration between work and life.

5. References

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