**WORK LIFE BALANCE OF HEALTHCARE WORKERS DURING COVID 19 WITH SPECIAL REFERENCE TO THALUK HEADQUARTERS HOSPITAL, NORTH PARAVUR**

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.1.1 **INTRODUCTION**

Work-life balance is an employee’s ability to maintain a healthy balance between their work roles, their personal responsibilities and family life. It is actually creating a boundary between the professional and personal life. The employees always prefer an employee friendly organisation which often leads to employee satisfaction.

1.2 **STATEMENT OF THE PROBLEM**

The study is conducted on topic 'WORK-LIFE BALANCE AMONG HEALTHCARE WORKERS DURING COVID-19 WITH SPECIAL REFERENCE TO THALUK HEADQUARTERS HOSPITAL, NORTH PARAVUR'. This study also helps in understand the problems faced by healthcare workers in order to balance their work and personal life..

1.3 **SIGNIFICANCE OF THE STUDY**

Work-life balance among healthcare workers during COVID-19 is a topic of utmost importance in this era of pandemic. The whole world was trying to outbeat the novel coronavirus through social distancing, lockdown, quarantine period, work from home etc. The study of work-life balance helps in identifying the problems faced by healthcare workers during this pandemic period. Extended working hours and repeated quarantines had made a great influence in the personal life of healthcare workers.

1.4 **SCOPE OF THE STUDY**

The study is limited to the healthcare workers of Thaluk Headquarters hospital, North Paravur. The study is to find out the factors affecting work life balance. Dpendent variable is work life balance. Independent variables are working hour, quarantine period,repeated shifts etc.

1.5 **OBJECTIVES**The objectives in the study can be enumerated as below:1) To identify the factors affecting work-life balance.2) To study the problems faced by healthcare workers during the COVID-19.3) To suggest appropriate measures to improve the work-life balance of healthcare workers.

1.6 **RESEARCH METHDOLOGY**

Both primary and secondary data were used for the study. The primary data were collected by conducting interview and distributing questionnaires with the help of Google forms among healthcare workers. Secondary data were collected from published sources like journals, articles and websites.

**RESEARCH DESIGN**

* **Sampling Area**

Population of the study is limited to the healthcare workers of Thaluk Headquarters Hospital, North Paravur.

* **Sample Size**

Sample sizes of 50 were taken.

* **Sampling Units**

Sampling units chosen are the healthcare workers including nurses, doctors and others.

* **Sampling Technique**

Sampling technique used is non-probability sampling.

* **Sampling Method**

Sampling method used is judgment sampling.

1.7 **FINDINGS**

* 66% of the respondents are female and 34% of the respondents are male.
* 50% of the respondents belong to age group of above 40 and 14% of the respondents belong to the age group below 30.
* 48% of the respondents belongs to the category others.6% of the respondents are doctors.
* 88% of the respondents are married and 12% of the respondents are unmarried.
* 92% of the respondents belong to nuclear family and 8% belong to joint family.
* 94% of the respondents had got COVID duty and 6% of the respondents were not assigned COVID duty.
* 72% of the respondents are of the opinion that their duty time affects family time only sometimes.20% are of opinion that their duty time affects family time occasionally.4% of the respondents says that their duty time affects the family time rarely and the balance 4% responds that their duty never affects their family time. Nobody feels that the duty time affects the family time frequently.
* 38% of the respondents agree that increasing the number of staffs in COVID center can improve the duty time.8% of respondents strongly agree with the statements.
* 64% of the respondents are of opinion that the safety equipments provided are of good quality and 30% says the equipments are of acceptable quality.6% of the respondents says the safety equipments provided are of very good quality.
* 72% of respondents feel uncomfortable when working with these safety equipments.4% feel indifferent and nobody feels highly comfortable while using these safety equipments
* 52% of the respondents are not able to maintain work life balance and 48% of the respondents are able to maintain work life balance.
* Chi Square test shows that there is no significant relationship between gender and ability to maintain work life balance.
* Among the factors mentioned extended working hours is the most influencing factor of work life balance. The least preferred are repeated quarantines and others.
* 62% of the respondents family members are supportive and 4% of the family members feel indifferent attitude.
* 94% of the respondents say that support from colleagues always helps in maintaining a proper work life balance. 2% of the respondents feel that support from colleagues often helps in maintaining a proper work life balance.
* 68% of the respondents are satisfied with the behavior of colleagues and 10% feel dissatisfied.
* 42% of the respondents feel neutral about the services provided to them.
* Among the mentioned factors for understanding the level of satisfaction the most preferred is support from family members followed by service provided by them. The least preferred is quarantine periods.
* Among the various problems tiredness is the most important problem faced by the respondents.
* Providing leave after quarantine period is preferred as the measure to improve proper work life balance.
* 74% of the respondents are satisfied with their professional life when compared to their personal life and 10% of the respondents feel indifferent.

1.8 **SUGGESTIONS**

* Reducing the working hour may help in maintaining a proper work life balance.
* Increasing the number of staffs in the covid care centers helps in reducing the tiredness among healthcare workers.
* Leave after quarantine period can be provided so that a proper work and life can be maintained.
* Quarantine facilities can be provided within the hospital so that life of family members are not compromised.
* Safety equipment of comfortable material can be provided.
* Government must take needed steps to honour all the staffs in the healthcare department for sacrificing their family life and even risking their own life.
* Monetary benefits like increments can be provided to the healthcare workers on COVID duty.

1.9 **CONCLUSION**

For an individual both personal and professional life are equally important. A better profession always helps in attaining a happy personal life and thereby a good societal life. During this pandemic era the things had changed forcing the men to be in his home seeking safety for the society and for himself. The healthcare workers had played a very crucial role in bringing the number of COVID cases down, risking their own life. The study is found important because it tries to know the factors that affect a proper work life balance of healthcare workers during the COVID pandemic.