



**A COMPARATIVE STUDY OF WORK LIFE BALANCE OF MALE AND FEMALE
DOCTORS ENGAGED IN PRIVATE PRACTICE.**

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Abstract

Work-Life Balance is becoming a prominent issue in the life of the private practitioners who are running their own clinic or hospital. In the competitive world females are also standing by the male either in profession or industry. Same it is in the medical line females are playing a vital role. So the main focus of the study is to analyze the working of male and female doctors in private clinic and hospital with the sample of 160 male and female private doctors.

I. INTRODUCTION

In the changing environment and climate of corporate sector, the role of work has changed throughout the world due to economic conditions and social demands. Originally, work was a matter of necessity and survival. That's why now a day's female also stand by in by men in every field. Throughout the years, the role of "work" has evolved and the composition of the workforce has changed. Today, work still is a necessity but it should be a source of personal satisfaction as well. One of the vehicles to help provide attainment of personal and professional goals is work-life balance. This refers to those perks that are primarily instituted to attract, motivate and retain a superior quality workforce. Any Professional is expected to raise his and family social status along with reputation and income generating means so is expected of Doctors.

In this effort the working day is planned in an integrated study. The study reveals the work situation within normal lifestyles of Male and Female Doctors doing their own Practice. This is likely to find the area of service and availability of medical and health problems in the vicinity where doctors reside or have approaches to treating and caring patients suffering minor disorders.

Some Management Strategies for Work and Life Integration address the intersect between work life and family in new and interesting ways. It discusses current challenges for Male and Female Doctors in dealing with work life integration issues and set the stage for future research agenda. With changing times, attitudes have changed. Globalization, technological advancement, organizational flexibility, changing family structures and competition for quality talent are trends that have forced organizations to view employers as whole person.



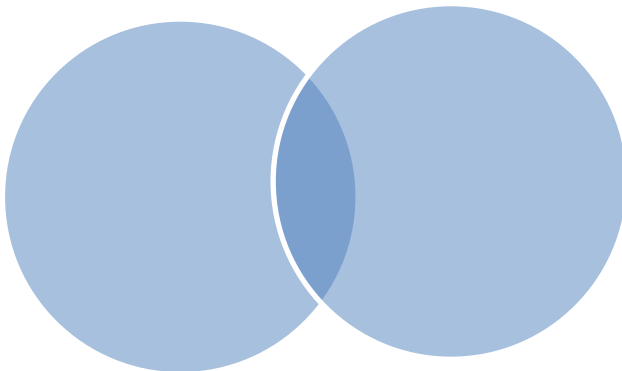
II. DOCTORS ENGAGED IN PRIVATE PRACTICE

Over three quarters of the 8 million registered doctors in India are engaged in private medical practice. In urban and rural areas alike people prefer private doctors to public health services for their health care needs. A majority of patients report first to private doctors. Nevertheless private doctors seem to be alienated from national efforts towards control of communicable diseases, there being no well-defined role for them in the “National Health Program”. This study of private doctors practicing in the low income areas of metropolis of India reports on the knowledge of private doctors and their awareness and perceptions about the public health services available .

Work-Life Balance



Work-Life Imbalance



The concept of work-life balance applies to a person's effort to be effective in his/her work life and be able to enjoy his/her personal life, as well. This topic wasn't so important in the past as it is today because, in the past, people often were able to attend primarily to one major role in their life (e.g., working, housework, etc.), rather than to several (e.g., to a career, being a father/mother, being happy as an individual., etc). Another reason for such neglect of the issue was that the demands of work were not that large. The machines demanded a routine work and the lack of competition ensured that the workers were not subjected to pressures as they are



today. Change in socio-economical environment and modern working style has made the female visible. Women who are engaged in medical practices also have to take care of their family with their career. She has to manage household work, take care of family members and social responsibility with her profession. It's become important for both male and female Doctors to maintain the balance between profession and personal lives.

Integration of Work Life means finding ways to blend work and life, so as it result in to meaningful experience with both of them.

III. OBJECTIVES

- To assess the work and lifestyle of male and female Doctors who are engaged in Private Practice.
- To study the issues effecting work life pattern of Private Male and Female Medical Practitioners.
- To suggest measures for balancing between work and life of Doctors who are engaged in Private Practice.

IV. RESEARCH METHODOLOGY

Adopted tools for fulfillment the research objective shall be explain in this section which simplifies or clarifies the uncertainty level. So following is the research methodology of present research.

V. DATA COLLECTION

The data for this study is the primary which is collected by self administered questionnaire and in followed through survey method and related interviews and secondary data was collected from journals and research articles.

VI. UNIVERSE AND SAMPLE OF THE STUDY

The present research's sample was Private Medical Practitioners from the different areas of Gurgaon where the Doctors could reach the patient day and night.

For primary data collection, in total 160 male and female doctors were approached.

VII. SCHEME OF DATA ANALYSIS AND STATISTICAL METHODS PROPOSED

The data collected under the study of both parametric and nonparametric nature.

Following Table present the responses of the male and female private medical practitioner.

Analysis of responses and issues also discussed under

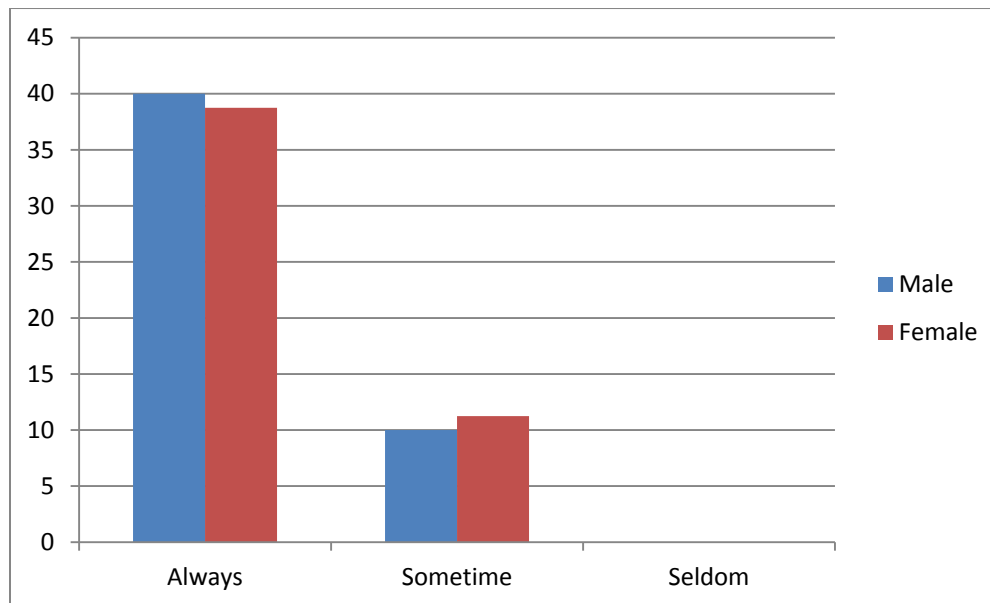


Responses of Male Doctors and Female Doctors

Table No.1

	Always male%	Always female%	Sometime male %	Sometime female %	Seldom male%	Seldom female%
[1] Do you start and finish practice on time?	40%	38.75%	10%	11.25%	0%	0%

Chart No. 1



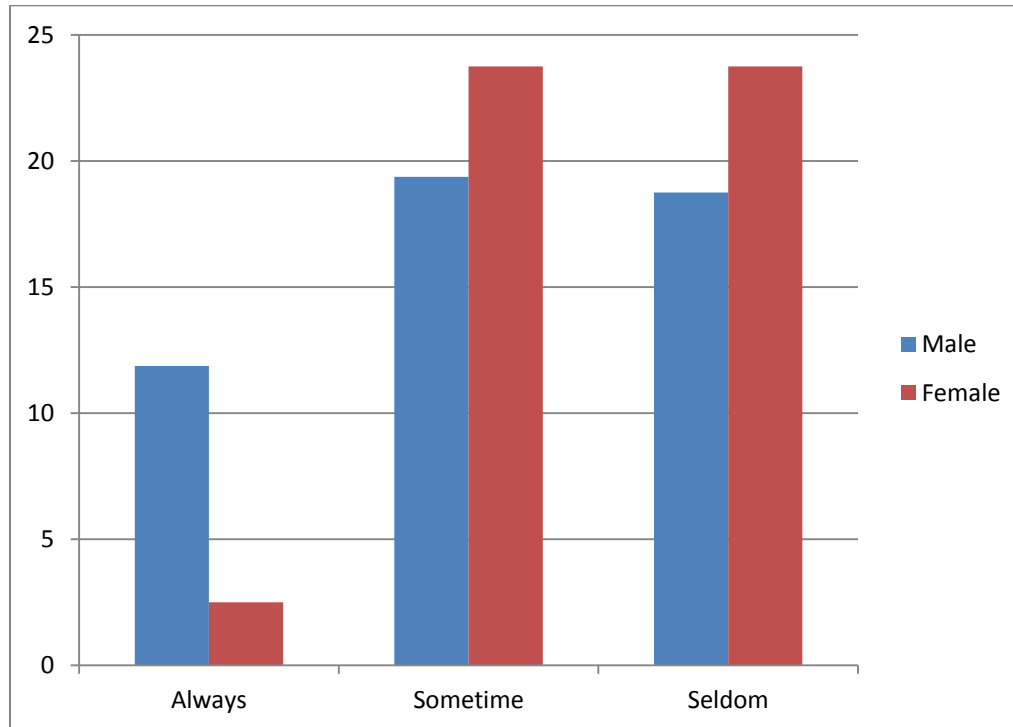
As per the response of 160 male and female doctors 40% male and 38.75% female always start and finish their practice on time and there were only 10% male doctors and 11.25% female doctors who said sometime they start and finish their practice on time. No one was there who said seldom.



Table No.2

	Always male ⁰ %	Always female ⁰ %	Sometime male ⁰ %	Sometime female ⁰ %	Seldom male ⁰ %	Seldom female ⁰ %
[2] Do you accept to visit home after practice hour?	11.87%	2.5%	19.37%	23.75%	18.75%	23.75%

Chart No. 2



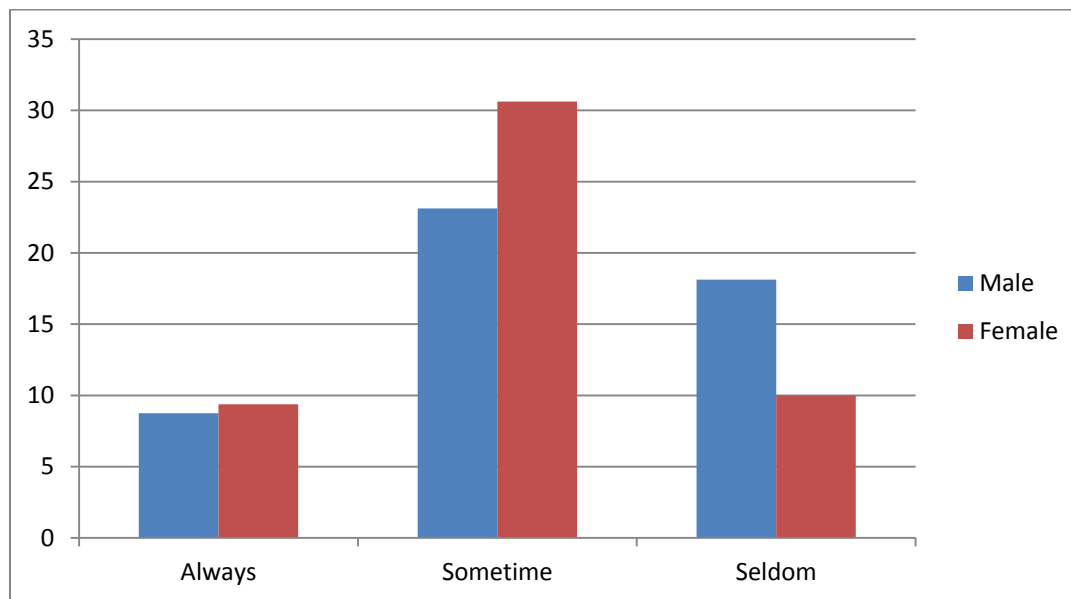
11.87% Male doctors accept to visit clinic after practice hour but 2.5% female said always, the reason behind it is household work and children care, 19.37% male and 23.75% female said sometime they accept to go in emergency case like gynecologist has to go clinic in midnight time also and 18.75% male, 23.75% female doctors seldom because they follow a specific time schedule for open and close the clinic and they don't attend the emergency cases.



Table No.3

	Always male%	Always female%	Sometime male%	Sometime female%	Seldom male%	Seldom female%
[3] Do you observe full day holiday from work in case it is a social engagement?	8.75%	9.37%	23.12%	30.62%	18.12%	10%

Chart no. 3



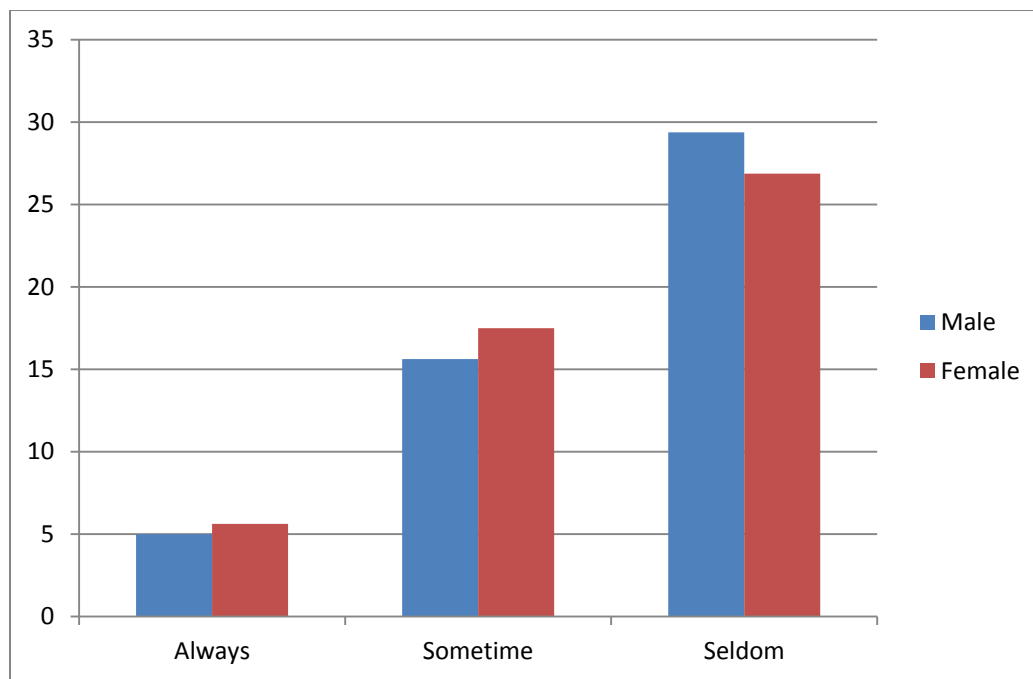
From the 160 doctors only 8.75% male doctors and 9.37% female doctors always observe full day holiday from work in case it is a social engagement. 23.12% male doctors and 30.62% female doctors said sometime they observe full day holiday from work in case it is a social engagement and 18.12% male doctors and 10% female doctors seldom observe full day holiday from work in case it is a social engagement. It become difficult for the doctors sometime to observe full day holiday because sometime known patients or sometime emergency cases had to serve by the doctors anytime even in night also.



Table No. 4

	Always male ⁰ %	Always female ⁰ %	Sometime male ⁰ %	Sometime female ⁰ %	Seldom male ⁰ %	Seldom female ⁰ %
[4] Can you refuse to attend patients if there are personal problems at home?	5%	5.63%	15.63%	17.5%	29.37%	26.87%

Chart no. 4



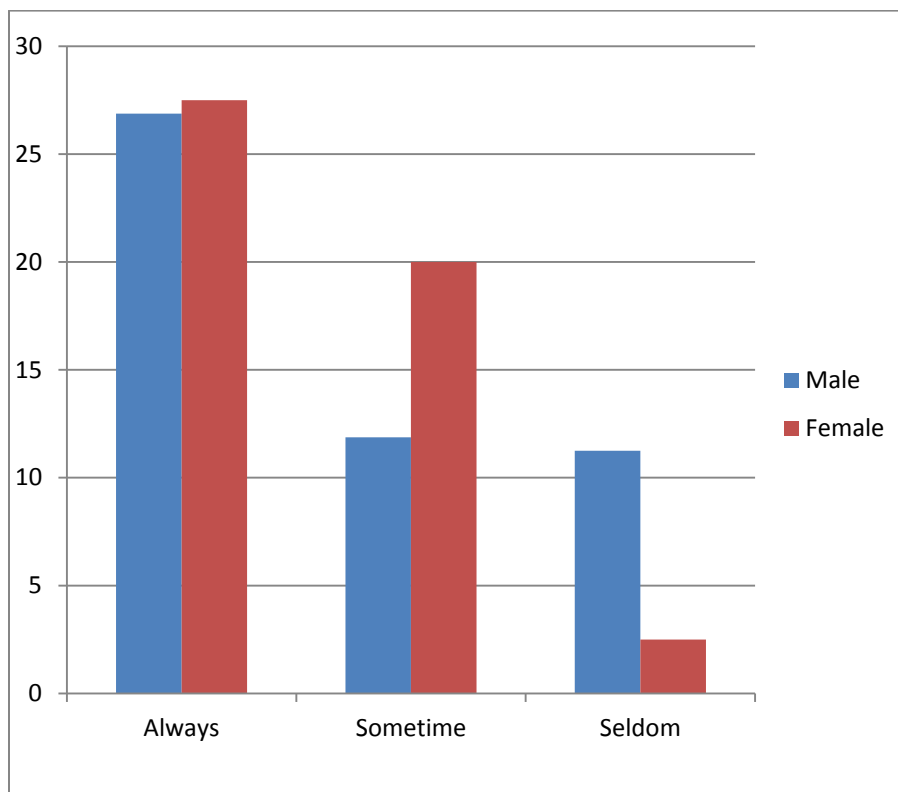
Only 5% male doctor and 5.63% female doctors always refuse to attend patient if there are personal problems at home. Somewhere it is right to refuse because personal problem always create stress in human being's mind and then it can affect the medical practice. 15.63% male doctors and 17.5% female doctors sometime refuse to attend patient if there are personal problems at home and 29.37% male doctors and 26.87% female doctors seldom refuse to attend patient if there are personal problems at home. But sometime doctors like gynecologist can't refuse to attend in emergency.



Table No. 5

	Always male%	Always female%	Sometime male%	Sometime female%	Seldom male%	Seldom female%
[5] Do you feel satisfied if there is any engagement as leisure time activity that you're family or relative requires you to participate?	16.87%	11.25%	14.37%	18.12%	18.75%	20.62%

Chart No.5



Here 16.87% male doctors and 11.25% female doctors always feel satisfied if there is any engagement as leisure time activity that their family or relative requires them to participate. 14.37% male doctors and 18.12% female doctors sometime feel satisfied if there is any engagement as leisure time activity that their family or relative requires them to participate.

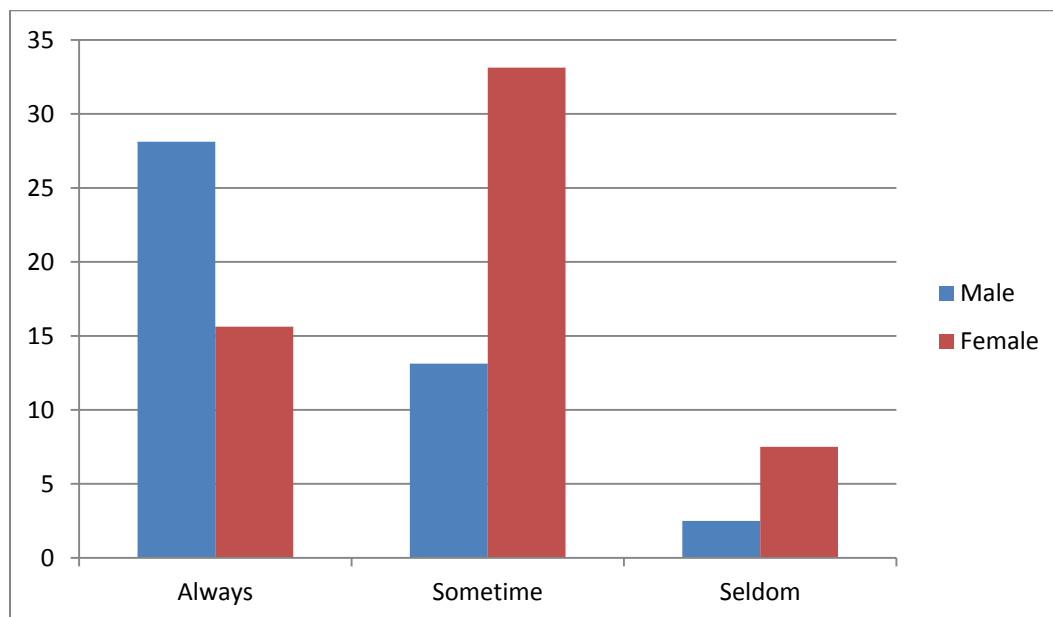


Growing kids and joint family structure can be the reason behind that sometime. 18.75% male doctors and 20.62% female doctors seldom feel satisfied if there is any engagement as leisure time activity that their family or relative requires them to participate. Female doctors feel less satisfied than male doctors if there is any engagement as leisure time activity that their family or relative requires them to participate.

Table No. 6

	Always male ^o %	Always female ^o %	Sometime male ^o %	Sometime female ^o %	Seldom male ^o %	Seldom female ^o %
[6] Do you find time to study Medical Literature on the diseases treatment or alternative medicines?	28.12%	9.37%	19.37%	33.12%	2.5%	7.5%

Chart no.6



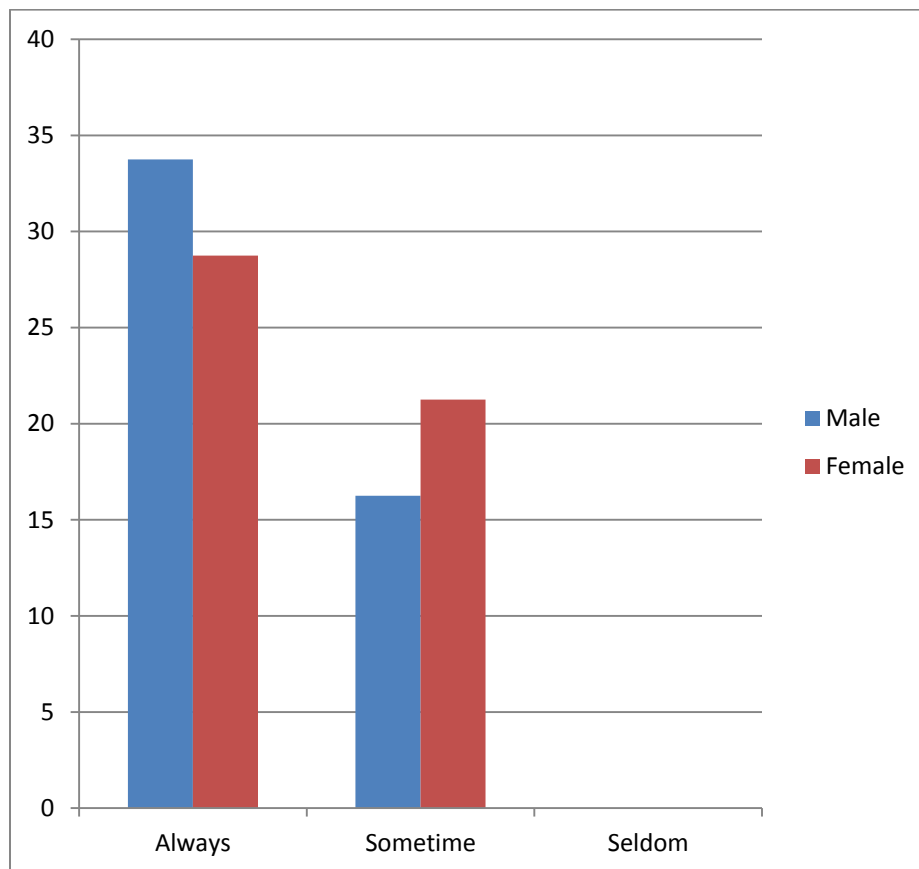
Here 28.12% male doctor and 9.37% female doctors always find time to study medical literature on the diseases treatment or alternative medicine. 19.37% male doctors and 33.12% female doctors sometime find time to study medical literature on the diseases treatment or alternative medicine. Female get less time than male for study the medical literatures. 2.5% male doctors and 7.5% female doctors seldom find time to study medical literature on the diseases treatment or alternative medicine.



Table No. 7

	Always male%	Always female%	Sometime male%	Sometime female%	Seldom male%	Seldom female%
[7] Do you provide free consultation or medicines to the needy and relatives?	34.37%	35%	15.62%	15%	0%	0%

Chart no. 7



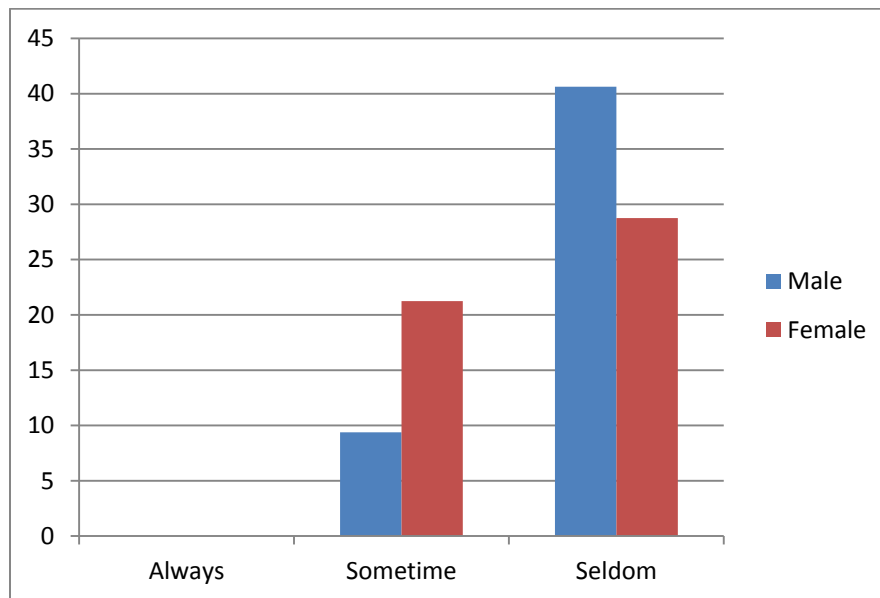
Doctors use to give free consultation and medicine also to needy and relatives as 34.37% male and 35% female doctors said always, 15.62% male and 15% female doctors said sometime they provide free consultation and medicine also to needy and relatives.



Table No. 8

	Always male%	Always female%	Sometime male%	Sometime female%	Seldom male%	Seldom female%
[8] Do you leave patient with compounder / nurses if your partner or children desire you to come out of your clinic?	0%	0%	9.37%	21.25%	40.62%	28.75%

Chart no. 8



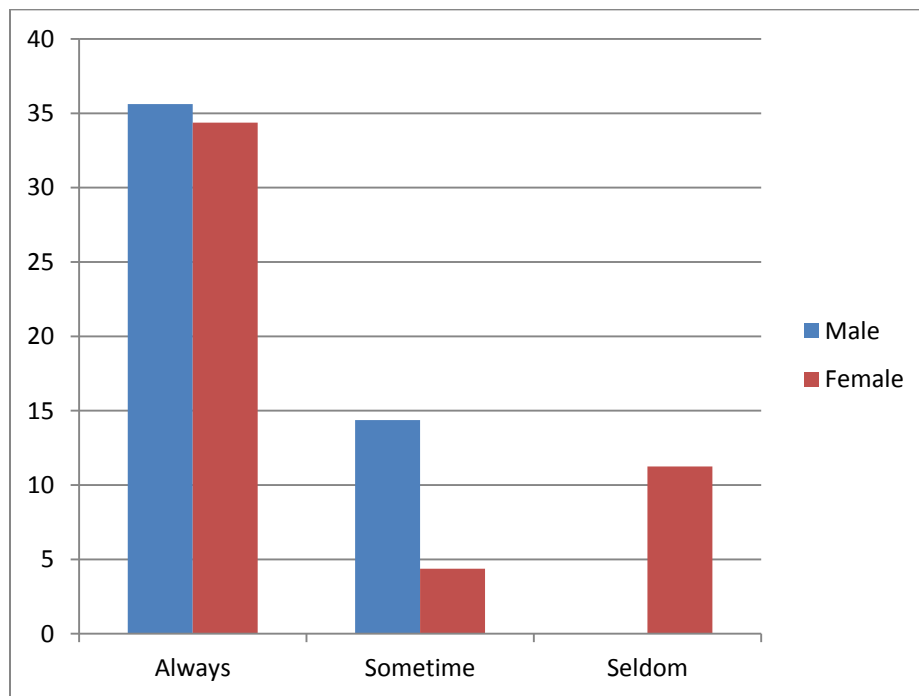
There was not any single doctor who said to leave patient with compounder/nurses if their partner or children desire them to come out of their clinic always. But sometime male and female both doctors have to leave patient with compounder/nurses if their partner or children desire them to come out of their clinic. For this their responses of 9.37% male doctors and 21.25% doctors were sometime and 40.62% male and 28.75% female doctors said seldom they leave patient with compounder/nurses if their partner or children desire them to come out of their clinic.



Table No. 9

	Always male%	Always female%	Sometime male%	Sometime female%	Seldom male%	Seldom female%
[9] Are you able to strike balance b/w work and life needs?	35.62%	34.37%	14.37%	4.37%	0%	11.25%

Chart no. 9



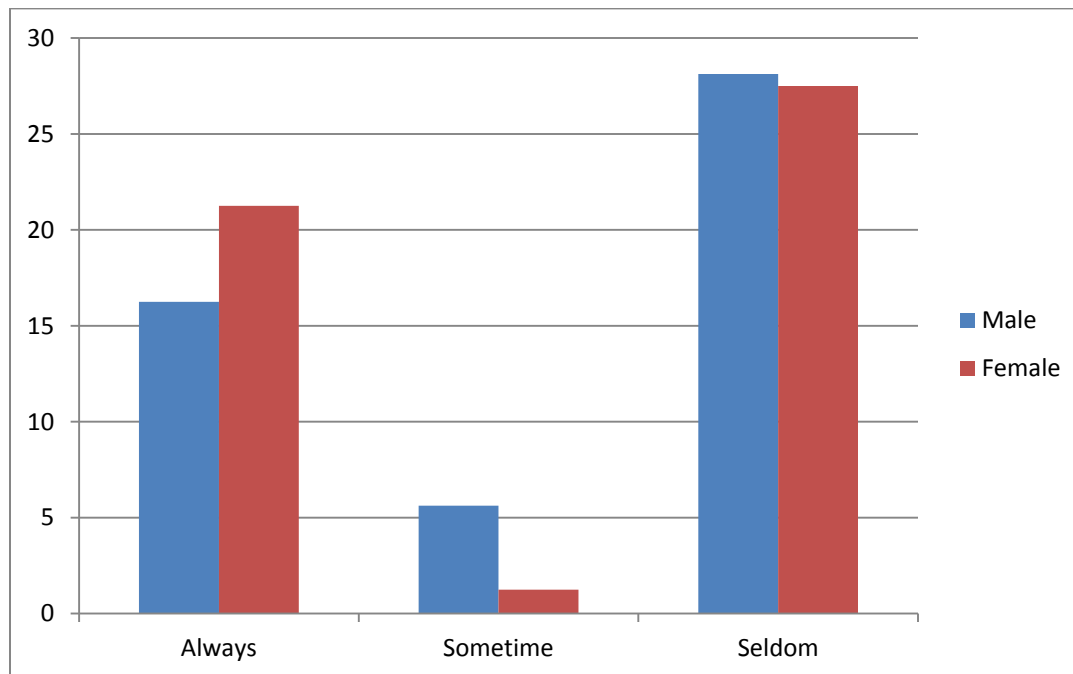
When doctors were asked are they able to strike balance b/w work and life need then 35.62% male and 34.37% female respond always, 14.37% male and 4.37% female respond sometime and 11.25% female said seldom which is possible with the help of full time servants, maid's compounders' nurses and co practitioner



Table No. 10

	Always male ^{0%}	Always female ^{0%}	Sometim e male ^{0%}	Sometime female ^{0%}	Seldom male ^{0%}	Seldom female ^{0%}
[10] Do you plan to change place of practice in case higher or batter opportunity to meet basic life needs?	16.25%	21.25%	5.62%	1.25%	28.12%	27.5%

Chart no. 10



Here 16.25% male doctor and 21.25% female doctors always plan to change place of practice in case higher or batter opportunity to meet basic life needs. Everybody wants growth in their life that's why doctors also plan to change place. 5.62% doctors and 1.25% female doctors sometime plan to change place of practice in case higher or batter opportunity to meet basic life needs. 28.12% male doctors and 27.5% female doctors seldom plan to change place of practice in case higher or batter opportunity to meet basic life needs.

VIII. CONCLUSION

From the study, it is found that female doctors are facing more imbalances in work and personal life more than male, as they have the burden of household work, family member's



health, taking care of children, relative and social responsibility and engagement. More than 85% of female doctors agreed that post marriage to handle the profession becomes a challenge.

IX. THE RECOMMENDATIONS OF THE STUDY

1. To maintain the balance between work and life Male and female doctors should avoid permanent night shifts; take a proper rest time which is necessary for her health.
2. Doctors should take help from the servants, co practitioners, compounders, they must take off in a week, and should take healthy food proper diet.
3. Some meditation technique , self management ,leisure management, stress management , time management should also be followed by the male and female doctors
4. Female doctors should believe proactively on the concern of Work Life Balance rather than reactively.

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