Exploration of Workaholic Characteristics of Married Women in Healthcare sector during Pandemic situations

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KEYWORDS

Women Nurses, Workaholism, Work–life balance, Job performance, Workaholic characteristics

ABSTRACT

Women in professional and family life are facing lot of challenges where they are struggling to manage their work pressure and family responsibilities. In healthcare sectors, the employees especially the nurses have to carry out shift work and have to perform morning, evening and night shifts. It is analysed and proved by many analysts that mostly the women from middleclass family life are subject to such work-life challenges in particular the women nurses especially during pandemic situations. This study focuses on Workaholism which is an extreme work force that leads to the disregard of others' welfare and harmful effects faced by the women nurses especially who are married. In this aspect, the research was conducted to examine the workaholic characteristics of married women especially the nursing professionals during the pandemic period. The study was conducted by collecting data from women nurses from South part of India and the sample size derived for the study is 200. The findings reveal that Continuous thoughts of Work Involvement, Accepts Extra Work Time, Task Oriented, Compensation based on Work Performance and No Botheration about Work life Balance are the major workaholic characteristics of women nurses especially who are married.

1. Introduction

Workaholics are hard workers apart from job requirements and place more efforts to their jobs than usual in undertaking such efforts they forget their personal life. These kinds of people put more efforts than others even though they receive lower rewards (Burke, 2001). This conditional idea that workaholics are stimulated by a strong inner force are good than relatively by the outside motivators**.** Workaholics seem to be achievement-oriented, practical and with strong self-improvement desires.

Workaholism carries changing associations with the organizational commitment of the employees. Consequently, workaholics who are enthusiastic reveal themselves or have a preference to hold challenges where the work field is certainly in a perfect ground. The work procedure and the results afford the knowledge of gaining a sense of ability and attainment in order to encourage the individual's welfare.

Workaholism-Concept

A mass of employees presents their free time in work involvement inspite of few who overwork unwillingly and majority of them decide to do so primarily. Such people who involve themselves in work day and night are often defined as "workaholics". Workaholics work harder than their career prescription needs and put more efforts into their jobs than expected by their employer for whom they work. Hence in such situation's employees ignore their life apart from job.

Review of Literature

Maki Matsuoet.al (2021) investigated nurses' pressure to strike a work-life balance, which causes many to leave hospitals. A questionnaire-based study including 2239 nurses was carried out, and descriptive characteristics such as a commitment to work-life balance, a consistent mindset about personal assets, organizational factors, and personal factors were included. Data from 975 nurses who planned to quit the hospitals was gathered from the group of 1368 responses, and multiple regression analysis was used as a statistical tool. Nurses having less preference for work–life stability showed advanced plans to leave the hospitals. Findings reveal that having a protected work–life balance may reduce the turnover rate of women nurses.

In a study conducted by Jun Zhang (2020), attempted to find the relationship between Workaholism and Subjective wellbeing from the information composed from 3513 employees through an online survey at different periods of time. The result shows that workaholism certainly reveals personal well-being, mediated by the sense of aptitude. The direct outcome of work enjoyment on personal well-being could be seen more evident than that of work force.

Statement of the Problem

The nurses during night shifts undergo more stress depicting a harmful impact in their Personal work and Career. Workaholic nurses had high risks for awakening, inadequate sleep and drowsiness at work which affects their comfort. Studies shows that nurses having maximum scores for workaholism mean to work terribly and spontaneously and putting them into a problem of sleeping, sensation of tiredness, complications to wake up and also showing the morning fatigue. So, it is important to empower the nurses with required knowledge and training in managing the challenges faced in PANDEMIC Situations. So, the nurses in such situations who are being workaholic can be identified with their characteristics so that it may help in overcoming their health issues in pandemic situations. In this insight, to know the several workaholic characteristics which manipulates the career balance conflict, this study has been carried out in South part of India.

Objective

The study focuses on examining the significant workaholic characteristics of married women in healthcare sector with reference to nurses during pandemic situations.

2. Methodology

Sources of data and Sampling

The study was conducted by collecting data from 200 married women nurses who worked in government and private hospitals across several states from south part of India. The sample for the study was collected using Convenient sampling method and the information is collected with an organised questionnaire. The collected data was then analysed using Factor analysis.

Research Tools

Factor analysis is a type of multivariate analytical tool used to determine the 'factors' which are accountable for the group independent variable's co-variation. Factor analysis typically decreases the number of variables used to define which variables show a relationship and also to describe a relationship. The parameters should signify signs of a shared underlying dimension or notion, allowing them to be conceptually and analytically classed together.

3. Results and discussion

Women nurses' opinion towards their workaholic characteristics is analysed with the application of the statistical tool, factor analysis. KMO Bartletts' test was administered to verify the fitness of data for factor analysis.

Table 1. KMO Bartletts' test was administered to verify

Var 1	**I work for 40 hours and sometimes more in a week**
Var 2	I am not bothered about the work-life balance as I much attached to work
Var 3	I measure my success with the salary and work accordingly
Var 4	I constantly wait for promotion and salary rise as it increases the quality of life
Var 5	I constantly think about the work during the off hours or week ends
Var 6	I am willing to take up the tasks even if I am over burdened with lot of work in pandemic
Var 7	I am interested in talking about the work all the time
Var 8	I work even in lunch and break times to complete the work schedule
Var 9	I am always work oriented and don't have any hobbies
Var 10	I am not satisfied with the work and expecting more perfection at sometimes
Var 11	I am always worried and have fear of losing my job
Var 12	I am excited to work for the hospitals than my family
Var 13	I am accountable for the work assigned to me.
Var 14	I take the whole responsibility for my work performance
Var 15	I willingly accept my extra worktime during PANDEMIC Situations

15 factors chosen for factor analysis was examined using Principal Component Extraction with Varimax Rotation.

The validity of data for factor analysis was verified and noted from the KMO and Bartlett's test.

Table 2. factor analysis was verified and noted from the KMO and Bartlett's test.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		**.572**
Bartlett's Test of Sphericity	Approx. Chi-Square	7256.823
	DF	105
	Sig.	0.000

KMO and Bartlett's test was administered to analyse the accuracy and adequacy of the data for factor analysis. From the test findings it is clearly revealed that the datasets chosen are suitable for factor analysis. All of the variables' values are well observed and verified with the Bartletts Test of Sphericity and the KMO Measure of Sampling Adequacy.

For the clear description of the factors, all parameters with a loading of less than 0.50 were proposed to be eliminated. From the different analysis conducted, factors that do not run into the provided conditions were removed from the analysis made. Extractions of principal component analysis was applied for further analysis.

Table 3. Total variance explained

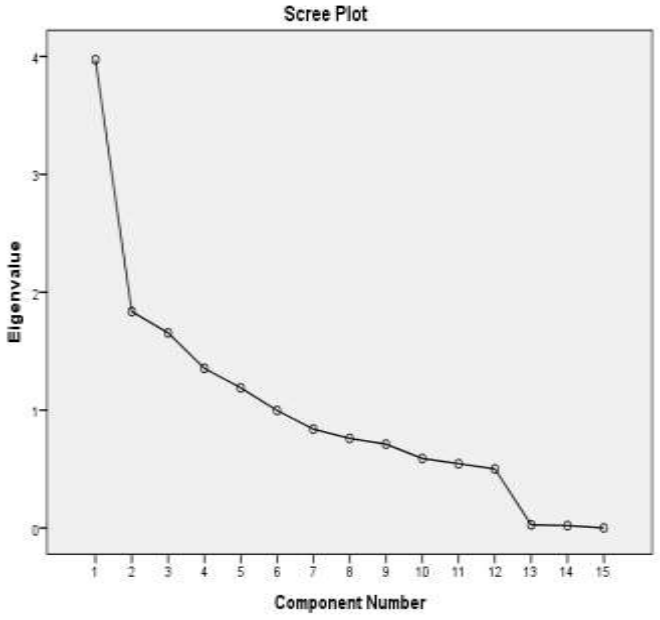
Total Variance Explained									
Component	Initial Eigen Values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.973	26.486	26.486	3.973	26.486	26.486	2.221	14.806	14.806
2	1.836	12.241	38.727	1.836	12.241	38.727	2.148	14.321	29.126
3	1.656	11.037	49.764	1.656	11.037	49.764	2.089	13.928	43.055
4	1.354	9.029	58.793	1.354	9.029	58.793	1.964	13.095	56.150
5	1.189	7.928	66.720	1.189	7.928	66.720	1.586	10.571	66.720
6	.997	6.649	73.370						
7	.839	5.592	78.962						
8	.760	5.066	84.028						
9	.712	4.744	88.772						
10	.590	3.932	92.704						
11	.546	3.637	96.341						
12	.501	3.340	99.681						
13	.027	.178	99.859						
14	.021	.137	99.997						
15	.001	.003	100.000						

Explanation of Total Variance

The entire variance clarified by rotation is shown in the following table.

3.973, 1.836, 1.656, 1.354, 1. 189 are the eigen values of the factors 1,2,3,4 and 5 respectively. From the test result, the cumulative percentages for factors 1, 2, 3, 4 and 5 are 14.806, 29.126, 43.055, 56.150 and 66.720 respectively. From the rotation it is revealed that the five factors retrieved from the total of 15 variables accounting for 66.720 percentage of the overall variance.

Chart No 1



The above diagram shows the five factors which are extracted for which the Eigen values are more than 1.

Rotated Component Matrix

The factors that significantly influence a factor are indicated inside the factor loadings variables. stronger loading variables are seen as being more significant and have a stronger influence on the label

or name of a factor. The tags and naming are theoretically developed based on how well they suitably reflect the subsequent dimension of a given component; factor analysis does not produce them.

Table 4. Rotated Component Matrix

S.No.	FACTORS	COMPONENTS				
		F1	F2	F3	F4	F5
1	VAR00001	-.035	.006	.019	-.068	**.800**
2	VAR00002	-.003	.155	.017	.369	**.611**
3	VAR00003	.154	.296	.202	**.514**	.209
4	VAR00004	.120	-.034	.067	**.745**	.081
5	VAR00005	.191	.118	.068	**.692**	-.234
6	VAR00006	.045	.133	**.961**	.091	.061
7	VAR00007	**.954**	.059	.004	.121	-.004
8	VAR00008	.104	**.959**	.134	.135	.117
9	VAR00009	.298	.217	.112	.243	.491
10	VAR00010	-.188	.036	-.202	.470	.155
11	VAR00011	-.017	.205	.191	.363	.184
12	VAR00012	.417	.206	.241	-.195	.365
13	VAR00013	.049	.137	**.965**	.071	.058
14	VAR00014	**.954**	.084	.031	.112	.034
15	VAR00015	.102	**.960**	.133	.133	.115

Extraction Method : Principal Component Analysis.
Rotation Method : Varimax with Kaiser Normalization.

Rotation converged in 12 iterations.

From the rotated component matrix Table 4, the factors with a factor loading of more than 0.5 are given a new name that is associated with the variables extracted in each factor

Table 5. Extracted Factors With Their Names

Factor Name & % of total Variance	Variables	Factor Loadings
I Continuous Thoughts of Work Involvement 14.806	**7**.I am interested in talking about the work all the time **14**.I take the complete responsibility for the outcome of my work performance	.954 .954
II Accepts Extra Work Time 14.321	**8**.I work even in lunch and break times to complete the work schedule **15**.I willingly accept my extra worktime during PANDEMIC Situations	.959 .960
III Task Oriented 13.928	**6.**I am willing to take up the tasks even if I am over burdened with lot of work in pandemic **13**. I take the complete responsibility for the outcome of my work performance	.961 .965
IV Compensation based on Work Performance	**3.** I measure my success with the salary and work accordingly **4**. I constantly wait for promotion and salary rise as it increases the quality of life **5**.I constantly think about the work during the off hours or week ends	.514 .745

13.095		.692
V No Botheration about Work life Balance 10.571	1. I work for 40 hours and sometimes more in a week 2.I am not bothered about the work-life balance as I am much attached to work	.800 .611

It is stated clear from the table that the 15 variables regarding the opinion of Women nurses towards workaholic factors, 5 factors were extracted and named as follows:

a). The main factor "Continuous Thoughts of Work Involvement" describes 14.806 percent of disparity. Variables 7 and 14 shows their similarity with each other. They reflect the characteristics of women nurses related to their Work Involvement and thinking continuously.

b). Factor 2 is based on 2 variables that count for 14.321 percent of the variation named as accepts Extra Work Time. The variables Var 8 and Var 15 reveals the highest correlation between them.

c). Var 6 and Var 13 have highest correlation which is positioned as Factor 3 and are Task Oriented.

d). Factor 4 named Compensation based on Work Performance accounts for13.095 proportion of variation, which has 3 variables and are highly interlinked together. They are Var 3, 4 and Var 5 and found that the Compensation based on Work Performance workaholic characteristics of women nurses have a major influence towards their work.

e) Factor 5 depends on the variables 1 and 2 which are inter -correlated and accounts for a total variance of 10.571 percent of variation and is named as No Botheration about Work life Balance.

Findings

The major findings of the study are as follows

The study result revealed that the following five factors namely Continuous Thoughts of Work Involvement, Accepts Extra Work Time, Task Oriented, Compensation based on Work Performance and No Botheration about Work life Balance reflects the principal workaholic character of the women nurses. Among all the five factors, Continuous Thoughts of Work Involvement is considered as the most important Workaholic Character of women nurses from South India. Hospital administrators can create a conducive work environment with flexible policies and procedures to help nurses overcome these workaholic characteristics in the pandemic situations and lead a peaceful life.

Suggestions

1. The nurses of who are subject to Continuous Thought of Work Involvement can be given more focus and proper counselling can be given for them. The hospital administrators can also follow some measures to relieve the stress they experience with continuous work.
2. The nurses can be provided with work relaxation techniques like leave facilities, good quarantine facilities and additional time period to spent with their family who were in pandemic duties.
3. Good health and safety measures, Fair compensation for extra-worktime and benefits of work life balance can be provided by the hospital administrations as these are the major characteristic of nurses.

4. Conclusion and future scope

Working women encounter an invisible battle that has put their lives and health in severe risk and caused a great deal of anxiety, stress, and uncertainty as they are workaholic in nature. Women who are workaholic work continuously without any schedule and have a tough time in balancing their life and career. It is critical for hospital management in identifying the major workaholic characteristics of

women nurses. Hence this article identifies that most of the women nurses have the continuous thought of work involvement and accepting extra work time which are the most reflected workaholic character of women nurses. The hospital administration has to pay attention to solve these issues which will lead to a healthy work life.

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