

Multiple Work Load of Health Workers and its Effects on Social Life

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Abstract-

The survey-based descriptive research was performed with the aims of understanding as well as differentiating preconceptions of trainee doctors and nurses working in hospitals towards different elements connected with long working spans and undesirable effects of long working hours on family life, social life and health. The study used the judgment survey method to recruit 360 individuals, including trainee doctors and nurses. A systematic, custom-made questionnaire was used to obtain primary data. Data was analyzed using IBM SPSS version 22.0. The study's findings indicate that people who work in hospitals believe that extended workdays negatively influence their health, relationships with their families, and social lives.

Keywords: Social life, hospital, long working hours, health, family life

Individuals who work the standard 8 or 6 hours a day are more efficient and able to focus on juggling their personal and professional obligations while still finding enough time for their loved ones and social activities. However, if work schedules are increased, it not only causes workers to be unsatisfied with their jobs but also to become less efficient, have physical problems, and eventually quit their jobs (Burton and World Health Organization, 2010). The firm's credibility will suffer as a result of the excessive turnover rates. Additionally, the cost of hiring and training new employees will go up. Individuals' physical and emotional well-being is essential to nurses because they are responsible for their care. Long hours will cause them to become disoriented, which would further compromise the safety of patients. Long work hours consequently have an impact on the staff's physical, emotional, familial, and social lives, as well as the patient's safety and the firm's reputation (Caruso, 2014). It is crucial for hospital administrators to understand the extent to which lengthy working hours affect workers' physical, emotional, familial, and social well-being in order to make the necessary corrections and restrict working hours.

I. INTRODUCTION

Irrespective of managerial level, good physical and mental health is necessary for all employees. Individuals, from top to bottom administration, want to be in good mental and physical condition so they can have happy and fulfilling lives at both work and home. The firms want to keep their clients in order to increase their competitive edge in the competitive and modern global business environment. Strong personnel with a wealth of expertise are required in order to develop and keep a competitive advantage (Akhtar et al., 2012). However, on the other hand, time, the rate of employee turnover also fluctuates in line with how quickly new workers are found. Job discontent is among the leading causes of significant staff turnover across all industries (Goldgruber and Ahrens, 2010).

Normal hours of employment remain a crucial component that remains above all other considerations because they determine not just the workers' physiological well-being but moreover their general health and ability to manage their personal and professional lives. Numerous different significant factors include a strong motivational leadership style, fair pay, pleasurable workplace conditions, rich basic amenities, good development and training policies, reward and entertainment systems, as well as delightful workplace circumstances (Bhupathiraju et al., 2017).

Newly formed institutions, labs, and the drug industry are expanding rapidly. But the two-shift schedule of twelve-hour work is still common in many hospitals and diagnostic institutes. Hospital human resource practices are also subpar in the research area (Finney et al., 2013). According to reports, most hospitals exhibit inadequate pay, incentives, unjust increments and promotions, race, religion, location-based discrimination, insufficient basic amenities, and a lack of development and training programs. When a twelve-hour workday, which is detrimental to health, family life, and social life, is combined with a poor HRM system, it will undoubtedly have a negative impact on employees' health (Gascón et al., 2013). Therefore, it is imperative to do this research in order to learn more about the detrimental effects of increased work time on the health, family obligations, and social life of nurses working

II. MATERIAL AND METHODS

This descriptive research project is survey based, and the methodology is quantitative. Nursing work in hospitals is a component of this study. 360 trainee doctors and nurses were sampled for the survey using the judgment sampling technique. They provided the raw data, which was obtained through a custom

questionnaire (Given in Appendix). The survey was created using the Likert - type scale, which has five possible responses: strongly agree, agree no opinion, disagree, and strongly disagree. The scale displayed the numbers 1, 2, 3, 4, and 5 in that order. The data was statistically analyzed in IBM SPSS 22.0.

III. RESULTS

Table 1 reveals that between hospital responses, 63.8 percent of women and 36.1 percent of men were genders. Of them, 27.5 percent were under 25, 33.3 percent were between 25 and 30, 22.5 percent were between 30 and 35, and 16.7 percent were beyond 35. In addition, 80.5 percent of them were married, and 19.4 percent were single. 33.6 percent were FCPS medical students, followed by 8.1 percent trainee doctors, 6.1 percent trainee nurses, and 22.2 percent employees. Of all, 23.3 percent of people had less than two years of work experience, 43.3 percent had between two and three years, 16.1 percent had between three and five years, and 17.2 percent had more than five years. 6.94 percent were making over Rs. 7000 in income, and 37.8 percent were making within Rs. 7000 and Rs. 8000, 19.4 percent were making between Rs. 8000 and Rs. 10,000, and 13.61 percent were making less than Rs. 10,000. Table 1 shows that 3.33 percent of hospital responders were men and 96.67 percent were women. Of all, 20 percent were under 25 years old, 46.67 percent were in their 25 to 30s, 26.67 percent were in their 30s to 35s, and 23.33 percent were beyond 35.

Table 1 Demographic Information of Participants

Sr. #	Variables	Description	N (%)	
			Number	%
1	Gender	Male	130	36.1
		Female	230	63.8
2	Age	< 25 years	99	27.5
		25 and 30 years	120	33.3
		30 and 35 years	81	22.5
		>35 years	60	16.7
3	Marital Status	Married	290	80.5
		Unmarried	70	19.4
4	Working Status	FCPS medical Student	121	33.6
		Trainee doctors	29	8.1
		Trainee nurses	130	36.1
		Employees	80	22.2
5	Year of working experience	< 2 year	84	23.3
		2 to 3 years	156	43.3
		3 to 5 years	58	16.1
		> 5 years	62	17.2
6	Salary	< 7000	105	6.94
		< 7000 to 8000	136	37.8
		Between 8000 ato 10000	70	19.4
		> 10000	49	13.61

There is a moderate level of perspective of FCPS Medical Students, Trainee doctors, Trainee nurses, and Employees who work in hospitals. This finding indicates that hospital workers, trainee doctors, trainee nurses, and FCPS medical students are all

subject to the same issues regarding work time. The majority of the hospitals in the research region have a 12-hour workday with a two-shift schedule; even though a lot of the hospitals are in remote areas without access to buses and with lengthy travel times to and from work, the staff is unable to finish their shifts on schedule. Additionally, due to the research area's fast growth, there are a lot of traffic jams in most regions, as well as the majority of the staff are from rural areas; they must spend a lot of time waiting at bus stops due to poor bus amenities and crowded buses. Due to these factors, most employees find it challenging to get to work on time, which delays their release from duty. Table 3 shows that respondents who worked in hospitals believed that extended work hours had a similar effect on an individual's health. According to those who work in organizations, lengthy hours have an impact.

Table no. 2

Perceptions of things such as health, social life, and challenging job hours

	Mean	SD	Extent of Perception (FCPS medical Student)			Extent of Perception (Trainee doctors)			Extent of Perception (Trainee nurses)			Extent of Perception (Employees)		
			Low	Medium	High	Low	Medium	High	Low	Medium	High	Low	Medium	High
Health														
Anxiety, exhaustion, and weariness	27.19	4.95	22.1	62.2	15.7	20.2	69.1	10.7	19	69.3	11.7	21	61.9	17.1
Insomnia, poor quality sleep, and difficulty getting out of bed	26.52	6.18	15	67	18	19	70	11	18	66	16	19	71	10
Diabetes mellitus and high blood pressure	23.16	3.15	20	66	14	17.3	68	14.7	17.1	65	17.9	19	61	20
Bloating and a peptic ulcer disease	25.53	7.11	19	69	12	21	71	8	18	66	16	17	67	16
Gain less weight	24.95	5.18	23.3	66	10.7	20.3	67	12.7	20.1	67	12.9	18.1	66	15.8
Eye fatigue and related problems	24	5.16	19.9	72	8.1	18.1	73	8.9	19.3	69	11.7	19.1	71	9.9
Pain (head discomfort, muscle aches, and overall bodily pain) (head ache, joint pain, and generalized body pain)	24.49	6.0	16.3	67.46	16.24	14.9	70.13	14.97	19.9	67.91	13.19	17.9	70.1	12

	Mean	SD	Extent of Perception (FCPS medical Student)			Extent of Perception (Trainee doctors)			Extent of Perception (Trainee nurses)			Extent of Perception (Employees)		
			Low	Medium	High	Low	Medium	High	Low	Medium	High	Low	Medium	High
Social Life														
Failure to strike a balance between job and family life (e.g., neglecting home chores and ignoring work)	25.15	6.05	12.5	70	17.5	13.1	71	15.9	13	70	17	13.7	72	14.3
Relationship frustration (conflict and disagreement with a life partner) and failure to meet his needs	20.59	5.65	22.19	51.99	25.82	17.99	68	14.01	19.9	67	13.1	20.1	70	9.9
Connection with kids unsatisfactory, unable to focus on their development and education	25.16	5.18	15	69	16	18	68	14	18	70	12	17	67	16
Inability to make time for friends and family and attend events for family and acquaintances, which negatively affects relationships with them	25.58	5.51	16.9	70	13.1	18.1	71	10.9	13.9	71	15.1	20	67	13

Respondents who worked in hospitals demonstrated a high perception of exhaustion, depression, insomnia, hyperglycemia, and high blood pressure. Given how important these aspects are, it should be no surprise that employees in both types of firms suffer significantly mentally and physically. Numerous studies have shown that extended work hours have a negative impact on health, leading to conditions including diabetes, hypertension, and weight loss due to changes in metabolic functions, tension, and anxiety that are the leading causes of health-related illnesses. It is clear that FCPS medical students, residents, and employees in organizations share the same views on the effects of excessive work hours on social and family life. The fact that FCPS medical students, residents, and employees in organizations place equal value on family and social life suggests that nurses are struggling with these aspects of their personal lives.

Long working hours obviously impact the job and personal lives of FCPS medical students, residents, and employees. They usually spend fewer hours at home whenever they work longer hours, which reduces the attention they give to their life spouse, kids, and other family and friends. Medically, longer hours of work drain a person's energy to the body and make it difficult for them to focus on family activities. This is true for FCPS medical students, trainee doctors, trainee nurses, and employees. It is clear that employees in both types of firms need counseling and training on time management to maintain a healthy balance between work and home life because they have expressed a high propensity for being unable to do so.

Long hours of employment have a significant detrimental influence on workers' well-being, which inevitably has an impact on how well they perform. Absences, strained social competence, anxiety, the development of ideas of resigning from the job, and a loss of dedication and enthusiasm toward the work and organization. Lack of dedication and enthusiasm will result in discontent with the task, and unpleasant behavior at work, such as frequent absences and taking time off, which will disrupt departmental work flow and poor patient care. Additionally, lengthy work hours will make it more likely for employees to have a work-related injury that will negatively impact their health and patient protection. The results indicate that staff requires coaching in how to work patiently and stress-free because nurses in both types of organizations place a high value on refraining from disruptive behavior. They also require counseling on how to get along with colleagues in a crisis.

IV. DISCUSSION

In their study on the adverse effects of long working hours on nursing staff, Rajan et al. (2017) discovered that the significant factors responsible as variables linked to lengthy work time were excessively long and unsocial working hours, strict hospital regulations concerning working hours, and incapability to leave the obligation on time. The main detrimental consequences of extended hours on nurses included health-related concerns, destructive work behavior, difficulty combining family and work life, displeasure in relationships with life partners, and difficulty meeting demands. In their study, working extra hours is hazardous for women's health, Rosner et al., (2016) discovered that females who worked more than 60 hours a week had an almost 3-

fold increased risk of developing heart illnesses, non-skin malignancies, osteoarthritis, and diabetic compared to those who worked fewer hours. The research discovered no differences in the incidence of chronic respiratory illness, bronchitis, anxiety, or elevated blood pressure based on labor hours. Long-hour workers often have less leisure time to practice healthy habits like exercising. Undoubtedly, women face more significant difficulties with it (Cespedes et al., 2016). A study that examined the connection between work time and workplace stress and social support between many doctors found that working long hours resulted in high work family conflict and lower social support, proving that work hours play an important role in both social support and work-family conflict. The study also showed the long-term effects of working hours on one's health, which further compromises interpersonal and social relationships.

In a 2012 study, Caruso et al. found that night shifts and long working hours raise the likelihood of several chronic illnesses, being overweight, and accidents, in addition to having a detrimental impact on one's performance at the workplace. According to the report, one of the significant problems caused by lengthy work hours is insomnia. Akhtar et al. (2012) investigated the effects of lengthy work hours on corporate families' quality of life. The study examined the consequences of prolonged work hours on the body and behavior, as well as work-life stability, workplace pressures, and rigid scheduling. Three aspects of family well-being were examined: destructive families, multi conflicts, and decreased quality of life (Juneja and Malhotra, 2015). The study's findings demonstrated that elements including work-life balancing and workplace pressures significantly impacted family health in contrast to rigid work schedules.

In a 2017 study, Rajan and Velanganni et al. looked at nursing professionals' stress responses and coping mechanisms. According to the study, the main organizational pressures were unclear roles, poor pay, poor increments, and inappropriate rewards. The main stress sources for nurses were lengthy work hours, work shifts, and work pressure, in addition to the necessary paperwork. The research also found that stress has an impact on nurses' job happiness. According to the study's findings on coping mechanisms, nurses' top coping mechanisms include praying, seeking counsel from a trusted friend or relative, and working on something else to divert their attention. The second most common coping mechanism nurses use attempting to escape from it for a bit by relaxing or going on a vacation, as well as pondering how someone admired would manage this scenario and using that as a model. The least effective coping mechanisms nurses use are keeping pride, keeping a straight face, understanding what needs to be done, doubling down on attempts to make things work, and taking it out on others. Crew et al. (2006) conducted a qualitative investigation of the impacts of working odd hours. The research evaluated both the advantages and disadvantages of working irregular hours.

It is evident from the literature analysis that few studies have been conducted in the research region about occupational hazards, job strain, and the detrimental effects of long working hours for nurses. According to those studies, increased work stress is a result of longer workdays (Kline, 2005). The emphasis of the study on the detrimental effects of lengthy work hours in the study region has been nurses who work in hospitals. Consequently, there's really room for research into how hospital nurses' health, families,

and social lives are affected by their extended workdays. As a result, the current study is being conducted in comparative research, which includes hospitals.

V. CONCLUSION

The results of survey on trainee doctors and nurses working in hospital have demonstrated that longer working hours have negative impacts on healthcare, home life, and social life. The study's findings demonstrate that trainee doctors and nurses employed in hospitals hold the same views regarding the effects of increased work time on health, families, and social lives. Given that nurses perceive longer work durations equally, it is clear that the organization's human resource management practices and policies need to be altered to ensure that staff adheres to governmental regulations and laws (Leiter and Maslach, 2003). Hospital administrators must look into work time and switch timetable initiatives so that the proper actions can be taken to regulate working hours. Work engagement and good health are the main considerations determining efficiency, and work schedules are strongly linked with employee satisfaction and the staff's productivity. Additionally, hospital administrators should focus on teaching staff members time management skills and how to compromise work and family obligations because social and familial relationships are crucial to one's well-being and happiness, which in turn affects how committed and motivated staff members are to the organization.

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