

Impact of Work Family Conflict on Psychological Well Being Among Staff Nurses

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Abstract- Psychological well-being refers to an individual's overall mental and emotional health, encompassing positive feelings, functioning effectively, and the ability to cope with life's challenges. Purpose of the study was to assess the impact of work-family conflict on psychological well-being of staff nurses working at tertiary care Hospital, Thrissur. The main objectives were to assess the work-family conflict among staff nurses, to assess the psychological well-being among staff nurses, to find out the relationship between Psychological well-being and work-family conflict and to find out the association between Psychological well-being among staff nurses with their selected socio demographic variables and to prepare and provide information booklet regarding work life balance. Correlation research design was used and the samples were 60 staff nurses working at Aswini hospital Thrissur. Purposive sampling techniques were adopted for selecting the sample in order to achieve the objectives. The data was collected by using socio-demographic profile, work-family conflict scale and Ryff's psychological well-being scale. The study results revealed that out of 60 staff nurses, 10 (16.66%) staff nurses had a low level of psychological well being whereas 40 (66.66%) staff nurses had a moderate level of psychological well being and 10 (16.66%) had high level of psychological well being. Analysis on work-family conflict revealed that out of 60 staff nurses 20 (33.33%) staff nurses had low conflict and 40 (66.66%) had high conflict. The findings of the study highlights that there is a negative correlation between work family conflict and psychological well-being and also there is a significant negative correlation between work family conflict and psychological well-being. Further there are no significant associations found between the psychological well-being among staff nurses with their selected socio- demographic variables.

Keywords: psychological well-being, work family conflict, staff nurses

I.BACKGROUND OF THE STUDY

Nursing is a health care profession that integrate the art and science of caring and focuses on the protection, promotion and optimization of health and human functioning; prevention of illness and injury; facilitation of healing; and alleviation Work-family conflict is a psychological phenomenon of imbalance between work and home life among nurses. The most common stressors conducive to occurrence of work-family conflict are job burnout, dissatisfaction, work stress, long working hours, and role conflict. Work family conflict among nurses , a common challenge, arises when the demands of work and family roles create incompatibility, making it difficult to fulfill responsibilities in either domain .Consequences of work-family conflict on nurses' psychological health are frequently explained in the context of work-related psychological health (e.g., job satisfaction and burnout), family-related psychological health (e.g., family satisfaction) and general psychological well-being (e.g., life satisfaction and depression). In terms of work-related psychological health, burnout is regarded as the most discussed outcome of work-family conflict for the last five years. In fact, many authors agree that work-family conflict is an important predictor of burnout among nurses

II.NEED FOR THE STUDY

Nursing is a demanding profession with long shifts, heavy workloads, and high stress, making nurses highly prone to work-family conflict (WFC). Studies show that many nurses experience chronic or episodic interference between work and family roles, which

affects their satisfaction, commitment, and intention to remain in the profession. Factors such as night shifts, fatigue, lack of social support, and workplace pressures contribute to poor mental health, leading to medical errors, absenteeism, and reduced performance. Given these challenges and the essential role nurses play in healthcare delivery, it is important to understand how work family conflict impacts their psychological well-being. In a region of Saudi Arabia, it was reported that nurses had decreased job satisfaction, and a 40% rate of turnover was reported in the study. Another study found that Saudi nurses had moderate levels of quality of life. It is therefore important to investigate factors that can mitigate this distress among nurses.

III.STATEMENT OF THE PROBLEM

A study to assess the impact of work family conflict on psychological wellbeing among staff nurses working at tertiary care hospital, Thrissur.

IV.OBJECTIVES

1. To assess the work – family conflict among staff nurses
2. To assess the psychological wellbeing among staff nurses
3. To associate the level of work family conflict and psychological wellbeing among staff nurses with their selected demographic variables.
4. To find out the relationship between work family conflict and psychological Well-being among staff nurses
5. To prepare and provide informational booklet regarding work life balance

V.HYPOTHESIS

H0: There is no significant relationship between psychological well-being and work family conflict.

H1: There will be a significant relationship between psychological well-being and work family conflict.

H0: There is no significant association between psychological well-being with selected socio-demographic variables.

H2: There will be a significant association between psychological well-being with selected socio-demographic variables

VI.METHODOLOGY

Research approach and design

The research approach is an important element of research design which governs it. Research approach involves description of the plan to investigate that phenomenon under study in a structured Quantitative method.

Since the researcher wants to assess the impact of work family conflict on psychological wellbeing among staff nurses the research approach adopted for this study was Quantitative Approach. Research design is the master plan specifying the methods and procedures for collecting and analyzing the needed information in a research study. Since this study requires to assess the impact of work-family conflict on psychological well-being among staff nurses, correlation research design was used for this study.

Setting of the study

The study was conducted at Aswini hospital Thrissur, which is situated at a distance of approximately 7 km from Aswini college of Nursing, Nadathara.

Population of the study

The entire set of individuals or objects having some common characteristics selected for the a research study; sometimes referred to as the universe of the research study. Population selected for the study was staff nurses. Total number of people or objects which are meeting the designated set of criteria. In this study staff nurses working at tertiary care hospital in Thrissur were the target population confirm to designate the criteria and also accessible subjects for the study. For the present study accessible population is staff nurses working at Aswini Hospital, Thrissur.

Sample

The sample of the present study comprised of 60 staff nurses working in Aswini hospital, Thrissur.

Sampling technique

Sampling technique is a process of selecting representative sample of the population for study. The sample were selected by a purposive sampling technique.

Sample size

Sample size is the number of members from the population that are included in the sample. The sample size of the present study comprised of 60 staff nurses working in Aswini hospital, Thrissur

Sampling criteria

Following criteria were used in selection of sample for the study Inclusion criteria:

*Both male and female staffs

*Married, un married, divorced and widow

*Nurses with or without children

*Senior and junior staff nurses

*Staff nurses from various departments

Exclusion criteria

*Staff nurses who are not willing to do

*Staff nurses who are not available during data collection

Tool/instruments

- Socio demographic profile
- Riff's psychological wellbeing scale
- Work-Family conflict scale

Description and scoring

Section A: Socio-demographic profile of staff nurses. The demographic profile consist of variables such as age, gender, marital status, educational status, total work experience, number of children, type of family, place of stay, residential area.

Section B: Riff's Psychological Well-being Scale.

The 18-item version of the Ryff's psychological well-being scale was developed by Carol Ryff and Michael Keyes in 1995.

Section C: work family conflict scale (WFCS).

The work family conflict scale was developed by researchers Filus Morawska, Haslam, Sanders and Fletcher in 2015. It is a self report measure designed to assess the extent to which work and family roles conflict with each other.

Section B: Riff's Psychological Well-being Scale.

Table:1

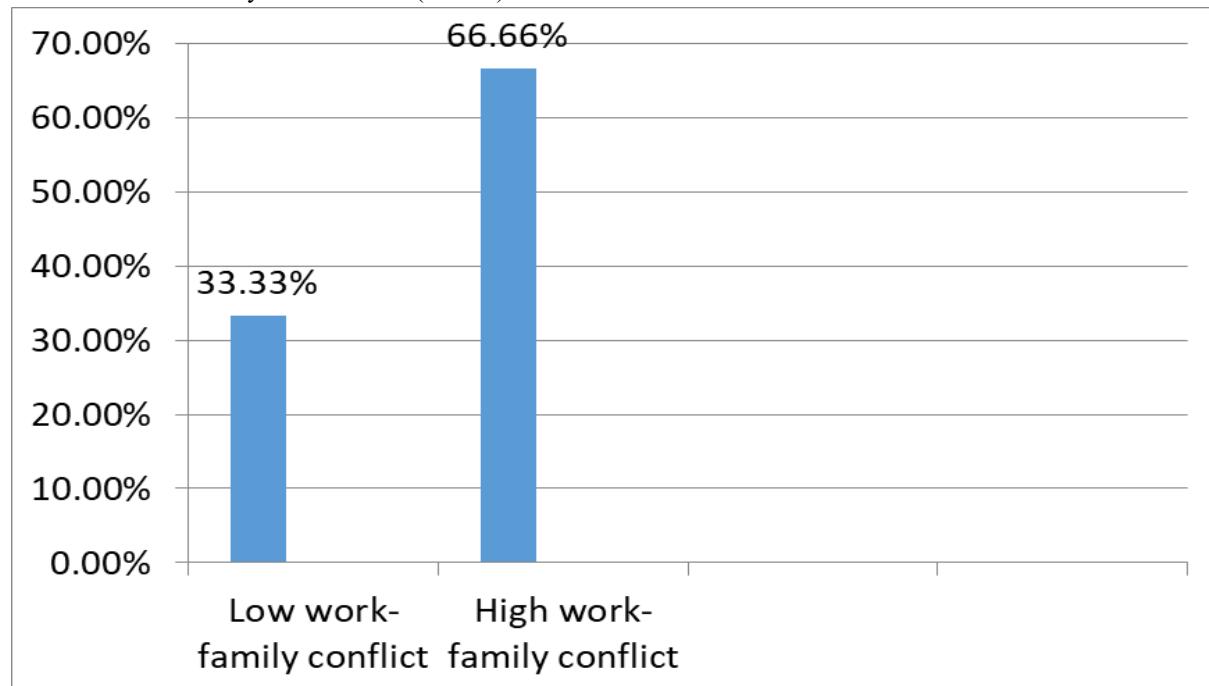
SI NO	Level of psychological well being	Frequency	Percentage
1	Low	10	16.66%
2	Moderate	40	66.66%
3	High	10	16.66%

VII.RESULT AND ANALYSIS**Section A: Socio-demographic profile of staff nurses**

- Out of 60 samples, 48.33% of staff nurses are between 20-30 years, 41.66% are between 31-40 years, 6.66% are between 41-50 year, 3.33% are between 51-60 years.
- Out of 60 samples, 10% of staff nurses are male, 90% are female.
- Out of 60 samples, 66.66% of staff nurses are married, 30% of staff nurses are unmarried, 0% belongs to divorced, 3.33% are widows.
- Out of 60 samples, 8.33% of staff nurses are qualified as ANMs, 21.66% of staff nurses are qualified as GNM, 61.66% of staff nurses are qualified as BSc nurses.
- Out of 60 samples, 23.33% of staff nurses has less than or equal to 1 year of work experience, 43.33% of staff nurses has greater than 1 year and less than 10 years of work experience, 25% of staff nurses has greater 10 years and less than 20 years of work experience, 8.33% of staff nurses has greater than and less than 30 years of work experience.
- Out of 60 samples, 33.33% of staff nurses have no children, 15% of staff nurses have 1 child, 40% of staff nurses have 2 children, 11.66% of staff nurses have greater than or equal to 3 children.
- Out of 60 samples, 81.66% of staff nurses live in a nuclear family, 18.33% of staff nurses live in a joint family, 0% of staff nurses belongs to extended family.
- Out of 60 samples, 6.66% of staff nurses stay in hostel, 93.33% of staff nurses stays at home.
- Out of 60 samples, 20% of staff nurses reside in urban areas, 48.33% of staff nurses reside in rural areas, 31.66% of staff nurses reside in semi urban areas.

The present study illustrates that among 60 sample of staff nurses, 10 of them (16.66%) have low psychological well-being, 40 samples (66.66%) have moderate psychological well-being, and 10 of them (16.66%) have high psychological well-being.

Section C: work family conflict scale (WFCS)



From the above graph, among 60 sample of staff nurses, 10 of them (16.66%) have low psychological well-being, 40 samples (66.66%) have moderate psychological well-being, and 10 of them (16.66%) have high psychological well-being.

Description of Family – work conflict

Table :2

SI NO	Level of family – work conflict	Frequency	Percentage
1	Low family –work conflict	54	90%
2	High family – work conflict	6	10%

The present study illustrates that among 60 samples of staff nurses, 54 of them (90%) have low family-work conflict, and 6 of them (10%) have high family-work conflict.

VIII.DISCUSSION

Objective 1: To assess the psychological well-being among staff nurses.

The finding of the study revealed that out of 60 staff nurses, 10 (16.66%, Table:3) staff nurses had a low level of psychological wellbeing whereas 40(66.66%, Table:3) staff nurses had a moderate level of psychological wellbeing and 10(16.66, Table:3) had high level of psychological wellbeing.

A cross-sectional study was conducted to examine the psychological wellbeing and mental health of nursing staff and determine workplace factors that affect them. The response was 35%. The main findings were that more than half of the employees are satisfied or very satisfied with their job and their leaders support but they are often exposed to stress. Quality of work life, work life balance, and managing stress at the work place affect the psychological wellbeing and mental health of nursing staff.

Objective 2: To assess the work family conflict among staff nurses.

The study findings showed that out of 60 staff nurses 20 (33.33%, Table :4) staff nurses had low conflict and 40(66.66%, Table: 4) have high work –family conflict. A cross-sectional study in Taiwan examined the impact of work-family conflict (WFC), psychological job demands, and job control on the health status and leaving intentions of 200 female nurses from a regional hospital. The study, with a 90.9% response rate, highlighted that prolonged hours, irregular shifts, and high workloads contribute to high WFC among predominantly childbearing-aged nurses, leading to poor health, depression, and intentions to leave, often due to inadequate family-friendly policies.

Objective 3: To find out the relationship between work family conflict and psychological wellbeing among staff nurses.

The findings of the study highlights that there is a negative correlation between work family conflict and psychological well being of subjects which is calculated as $-.367^*$ for work-family and psychological well-being and $-.192^*$ for family-work and psychological well-being (Table:6) at a 0.01 level of significance. This indicates that work family conflict influence the psychological well being of subjects. The analysis of the study illustrate that majority of the staff nurses had moderate psychological wellbeing and hence are more likely to face hurdles in their work and family life.

Objective 4: To prepare and provide information booklet regarding work life balance.

An information booklet on maintaining work life balance was prepared by the investigators. It comprised of information regarding challenges to work life balance, signs and symptoms, strategies for managing work related stress. Information booklet was distributed to all samples after data collection. Also, their doubts were clarified by the investigators.

IX.SUMMARY

Work family conflict significantly impacts the psychological well being of nurses, affecting their mental health, job satisfaction, and overall quality of life. Studies have shown that nurses experiencing work family conflict are more likely to suffer from anxiety, depression, burnout and stress.

This study was undertaken with the aim to assess the impact of work family conflict on psychological

wellbeing among staff nurse at tertiary care hospital at Thrissur. The main objectives were to assess the work family conflict among staff nurses. To assess the psychological wellbeing among staff nurses. To find out the relationship between psychological wellbeing and work family conflict and to prepare and provide information booklet regarding work life balance.

X.CONCLUSION

Work family conflict is a significant issue effecting psychological wellbeing of staff nurse. The demanding nature of nursing work, combined with family responsibilities, can lead to conflict that impact nurses mental health and overall quality of life. The present study reveals that 63.33% staff nurse have moderate level of psychological wellbeing. There is a negative correlation between psychological wellbeing and work to family conflict. Thus the findings insist that measures should be taken to improve nurses professional life quality by intervening effective coping strategies to ensure positive attitude and maintain balance between the demands of family and work.

XI.RECOMMENDATION

On the basis of investigators acquaintance with the problem and keep in the limitations in view, the following recommendations were suggested for future research.

- This study can be replicated on a large sample in order to validate the findings and make generalization.
- The study could be done in different settings to evaluate the findings of present study.
- The study can be conducted in different age groups.

CONFLICT OF INTEREST: We have not faced any conflict during this study

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