

A Comparative Study Of Occupational Profile Of Women Employees In Private And Public Sector Hospital Of Punjab

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Abstract

Women in our society serve a variety of roles. They generally handle a number of tasks at once. As a result, they are more likely to develop occupational disorders, which are further worsened by social, psychological, and physical problems. About one in 300 females suffers from an occupational ailment, and every year, such kind of cases are added to the current instances. This unnecessary illness is caused by a lack of occupational environment. It is becoming abundantly evident that women's workplace requires special attention for a number of interconnected reasons. The biological, emotional, and health care demands of women are proportionately greater because they are responsible for more duties such as the majority of household work, caring for the young, elderly, and sick, household duties, and labour at the place of employment. Pregnancy and breastfeeding provide a real health risk at the workplace and call for safety precautions, particularly in light of chemically induced teratogenicity.

The selection of employees and the provision of safe working conditions are important functions of a successful organization in order to enhance and sustain productivity and effectiveness while lowering absenteeism and turnover.

In this article the author has tried to make a comparative analysis of occupational profile of women working in private and public sector of hospital on the basis various variables like growth, work place environment, opportunities available, coordination among management and employees, work pressure, resources available, employees behaviour about work pressure and task etc. on the basis of these variable author has tried to find out that whether they are satisfied with their occupational profile in healthcare sector or not.

Keywords: - Women, hospitals, occupational profile, satisfaction, job profile,

Literature Review: -

DR. E. VANAJAKSHI¹, ARADHANA N M (2021) raised the issue of working environment. In his study and it was discovered that the working environment is not good for women employees' hygiene and reproductive health. Because of the oppressive humidity in their workplace, workers sweat the employees had become less productive, which has an impact on output. There is no ventilation inside, and in canteen, they must stand for lengthy periods of time. Additionally, there is no appropriate seating provided, and occasionally even a pregnant lady finds it challenging to find a sitting spot to complete her duty. Poor females just do not comprehend the need of maintaining good hygiene and reproductive health. They believe that their companies are not required to give them the amenities they need while they are pregnant.

Balaji (2014) brought attention to the fact that working married women must juggle childcare, family, and career obligations. He also recommended that because they are linked to female employees' overall satisfaction and performance, concerns of work and family conflict should be taken into consideration when policies are being drafted.

According to Aiswaraya and Ramasundaram (2012) stress is one of the important factors that affects work-life balance and causes physical and mental difficulties. This has an immense effect on the workers' overall productivity.

Rosemary and Jon (2010) studied that Personal characteristic, role ambiguity, and conflict were found to be connected to mental suffering

According to Lucie et al. (2009), work-life conflict leads to emotional tiredness, frequent job changes for women, or women who choose to leave the workforce altogether.

As per the study of A K Srivastava * and Vipin Bihari(2000), adequate training is necessary for effective work-related safety and health actions. Increased efforts should be made to enrol more women in programmes offering instruction in workplace health and safety. The participation of women in national and international conferences, workshops, and seminars on occupational health should be promoted. This forum would promote discussion, expand knowledge, and increase awareness of occupational safety and health issues, leading to an increase in the demand from women themselves for occupational health services.

Number of studies have been conducted on job satisfaction and occupational profile of women employees. the author has found that most of the studies had been conducted on nurses or doctors separately but in this article all level of professional like doctors, management, paramedical staff, nurses of private sector and govt sector hospitals of Punjab are included while collecting the data.

OBJECTIVES OF THE STUDY

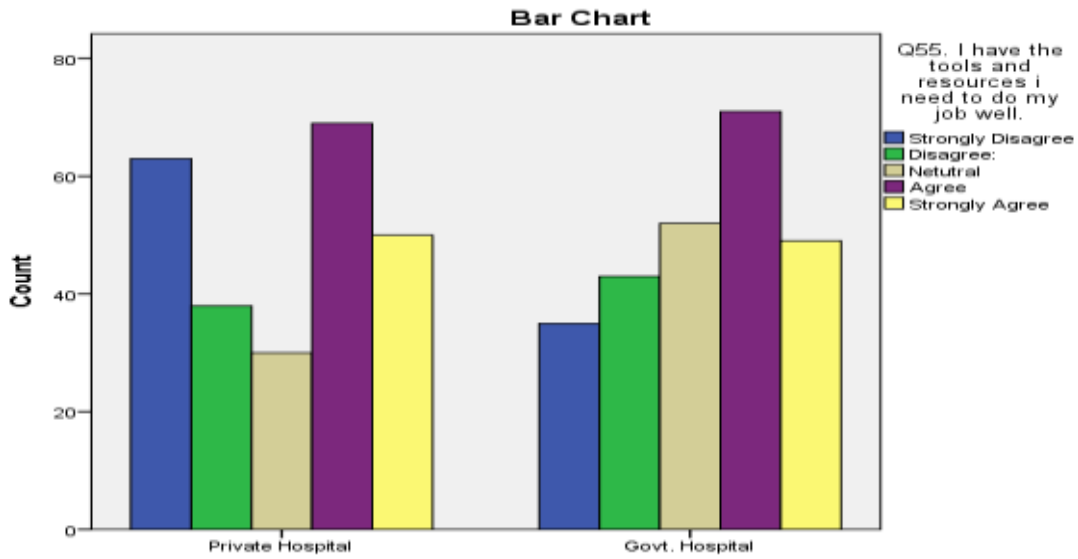
1. To analyse the occupational profile of the women in selected public and private sector Hospitals
2. To know the level of satisfaction among women employees relating to their occupational; profile as well as satisfaction.

Research Methodology

Since the nature of the current study was descriptive, a descriptive research design was chosen. 500 women who work in Punjab's private and state hospitals make up the study's population, which was selected using random sampling technique. The research population's sample is chosen using the most practical way i.e., convenient sampling. Primary data was gathered using a structured questionnaire and observation techniques. A variety of publications, books, and project works reviewed secondary data.

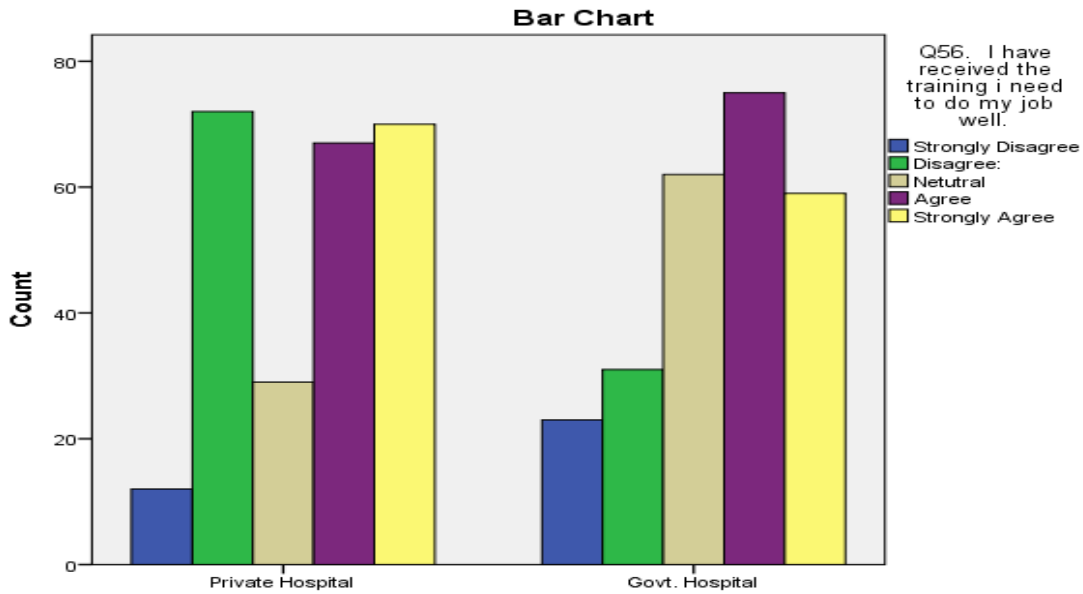
Data Analysis

		Q1. I have the tools and resources i need to do my job well.					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	63	38	30	69	50	250
	Govt. Hospital	35	43	52	71	49	250
Total		98	81	82	140	99	500



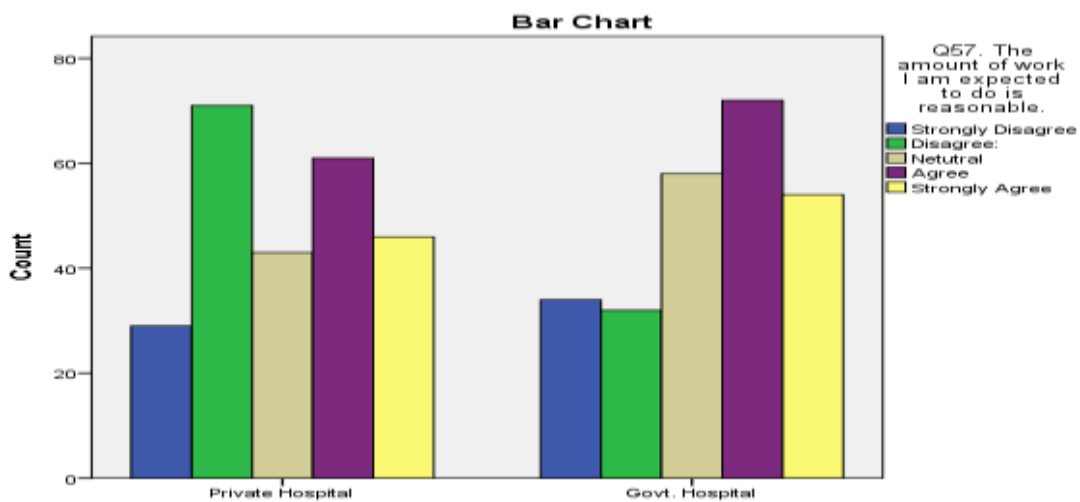
Analysis: - It can be observed from above table that Govt. sector health employees are laced with more resources which help them to perform their duties more efficiently. From the above table we can observe that 71 respondents agree and 49 respondents are strongly agreeing that they have all the tools and resources to perform their duties well. However, there is no significant difference between the opinion of private sector and Govt. employee's opinion about the same variable .so it can be concluded that both sector employees are well equipped.

		Q2. I have received the Training I need to do my job well.					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	12	72	29	67	70	250
	Govt. Hospital	23	31	62	75	59	250
Total		35	103	91	142	129	500



Analysis: - Govt. sector women employees are not much satisfied with the training that should be provided to them relating to their jobs. From the above chart it can be observed that 72 respondents from private hospitals are disagree that they are not provided with the training. Which means more training sessions are required in govt. sector to well-trained their employees and to keep them updated with new technology.

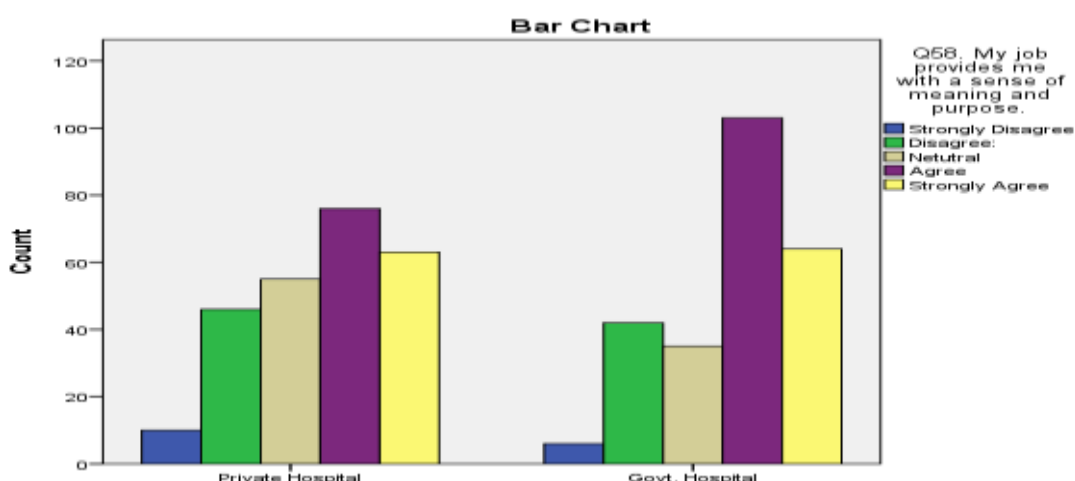
		Q3. The amount of work I am expected to do is reasonable.					Total
		Strongly Disagree	Disagree	Netutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	29	71	43	61	46	250
	Govt. Hospital	34	32	58	72	54	250
Total		63	103	101	133	100	500



Analysis: - from the above shown table we can get the result that Govt. sector women employees are much satisfied with the allocation of work provided to them and they are not feeling overburdened and relaxed with

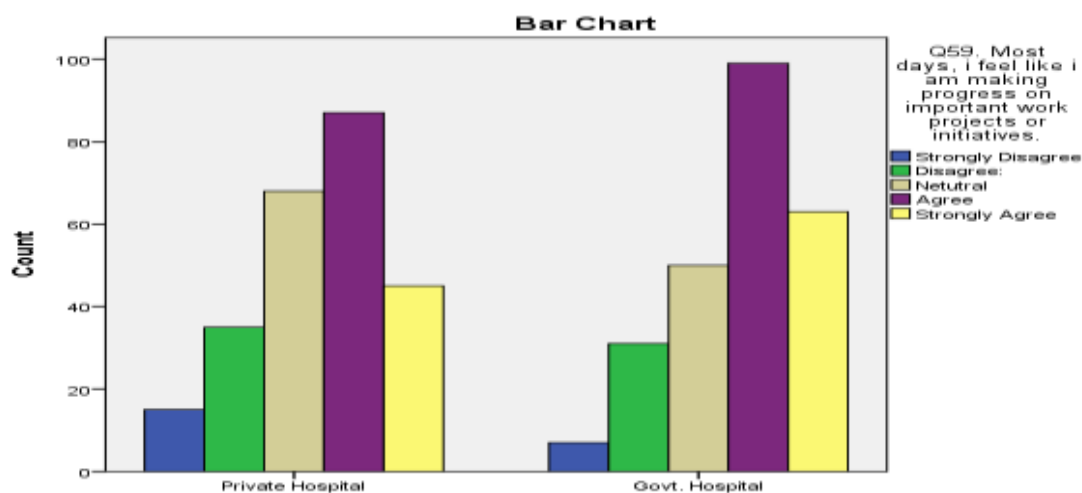
their work load as compared to private sector women employees. we can see that 72 respondents from govt. hospitals are agree that the amount of work expected from them is reasonable.

		Q 4. My job provides me with a sense of meaning and purpose.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	10	46	55	76	63	250
	Govt. Hospital	6	42	35	103	64	250
Total		16	88	90	179	127	500



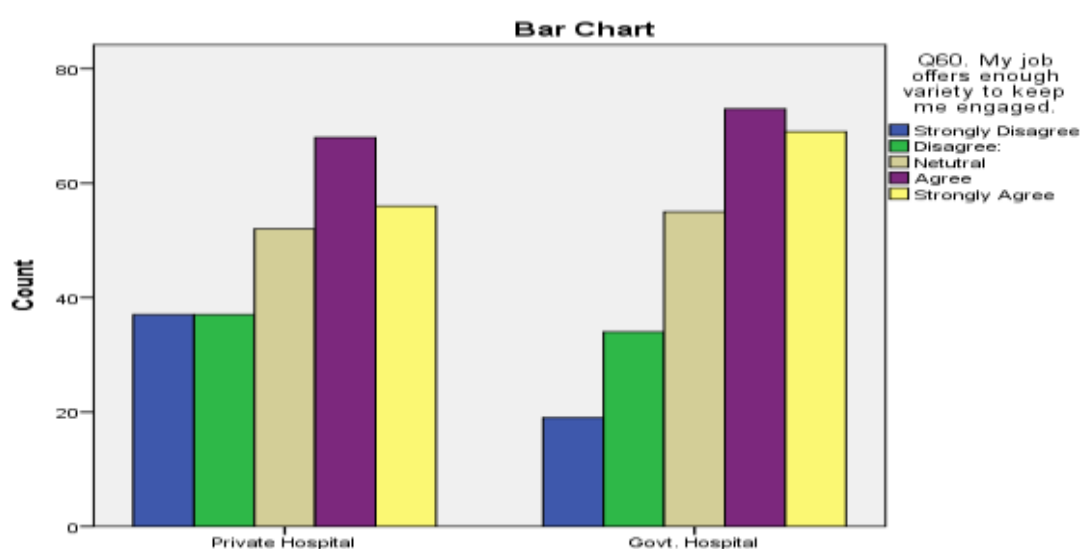
Analysis: - It can be observed from the table that Govt. sector women employees are feeling their job more purposeful and meaningful which give them a sense of responsibility and encouragement. If a person is feeling her job purposeful, they complete their task more efficiently and happily. It is viewed in above table that 103 and 64 respondents are agree and strongly agree respectively that they are performing more meaningful and purposeful job.

		Q5. Most days, i feel like i am making progress on important work projects or initiatives.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	15	35	68	87	45	250
	Govt. Hospital	7	31	50	99	63	250
Total		22	66	118	186	108	500



Analysis: - It can be observed from the above given bar diagram that women employees are feeling more progressive and innovative. They have strong feeling that they are on right path to achieve progress in their carrier as compared to private sector employees. Various research has proved that if employees are feeling that their job is progressive, innovative they are more satisfied with the job and perform better and efficiently.

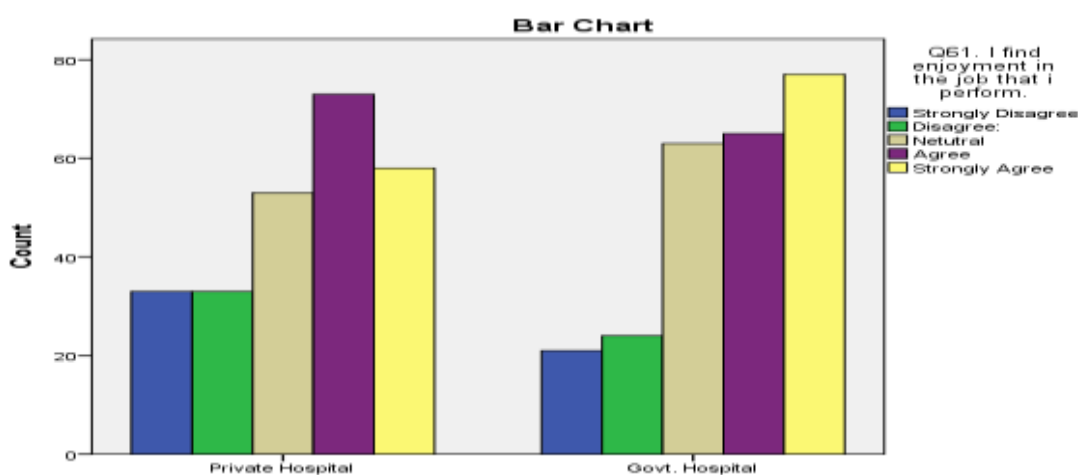
		Q6. My job offers enough variety to keep me engaged.					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	37	37	52	68	56	250
	Govt. Hospital	19	34	55	73	69	250
Total		56	71	107	141	125	500



Analysis: - Women healthcare employees are feeling their jobs more creative and innovative. They feel that regularly they have something new and challenges in their job which keep them imitative and motivated. This is

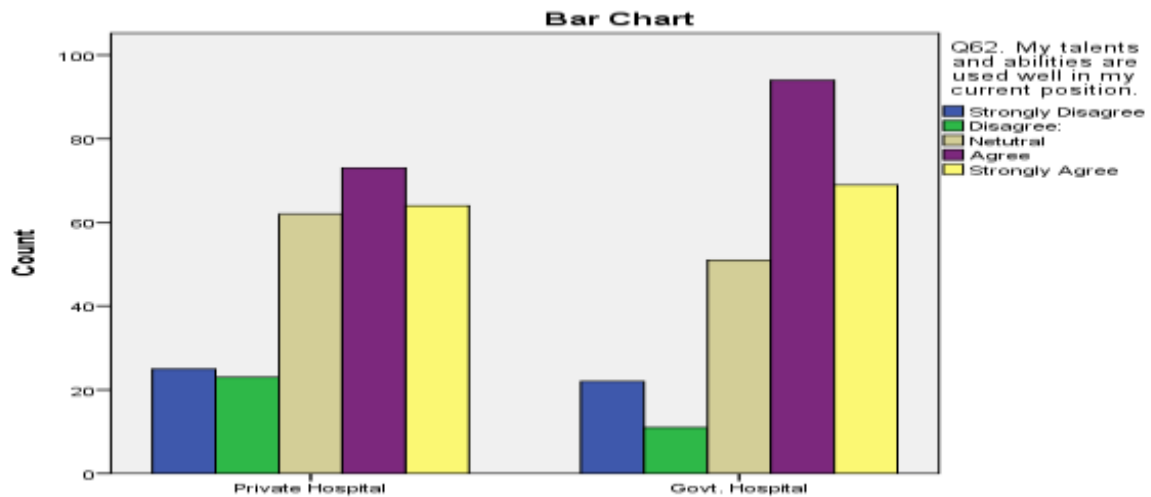
s positive feature which can be predicted from above analysis that Govt. sector women are having more challenges and opportunities to enhance their skill as compared to private sector they have strong feeling that they are on right path to achieve progress in their carrier as compared to private sector employees.

		Q7. I find enjoyment in the job that I perform.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	33	33	53	73	58	250
	Govt. Hospital	21	24	63	65	77	250
Total		54	57	116	138	135	500



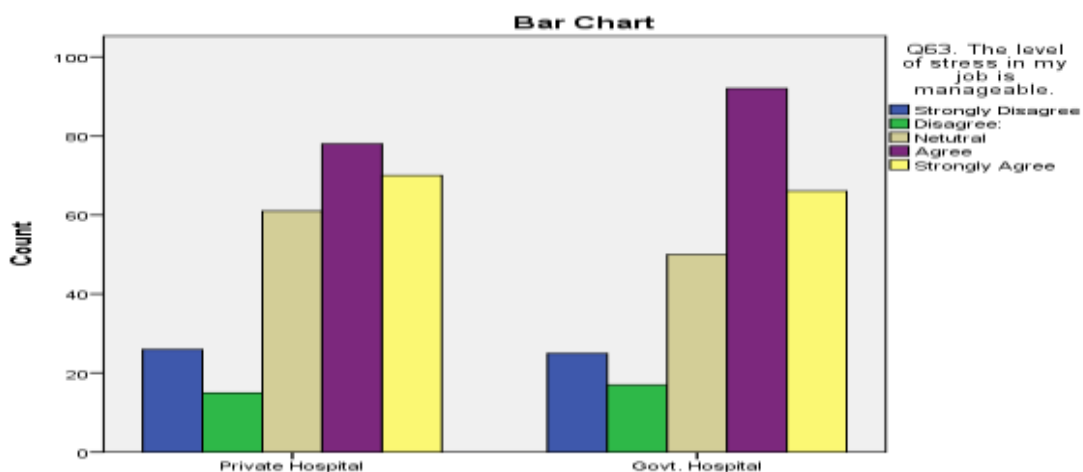
Analysis: - It is viewed in above diagram and table that employees are enjoying their job in Govt. sector. it can be because of the reason that they have new opportunities, challenges, bearable workload which provide them facility to perform their jobs happily and enjoyably. from the above table we can observed that nearabout 142 respondents are enjoying the job and perform their duties happily.

		Q62. My talents and abilities are used well in my current position.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	25	23	62	73	64	247
	Govt. Hospital	22	11	51	94	69	247
Total		47	34	113	167	133	494



Analysis: - In the Govt. sector 66% respondent feel that they are efficiently using their talent and on the right track of their carrier. if the workers are feeling that they are on right job and right position and making full utilization their talent it is a extreme sense of job satisfaction. When a person is allocated the work according to his or her specialization then he or she is more satisfied and sometimes perform beyond their capacity which can be observed from the above data in case of govt. sector employees.

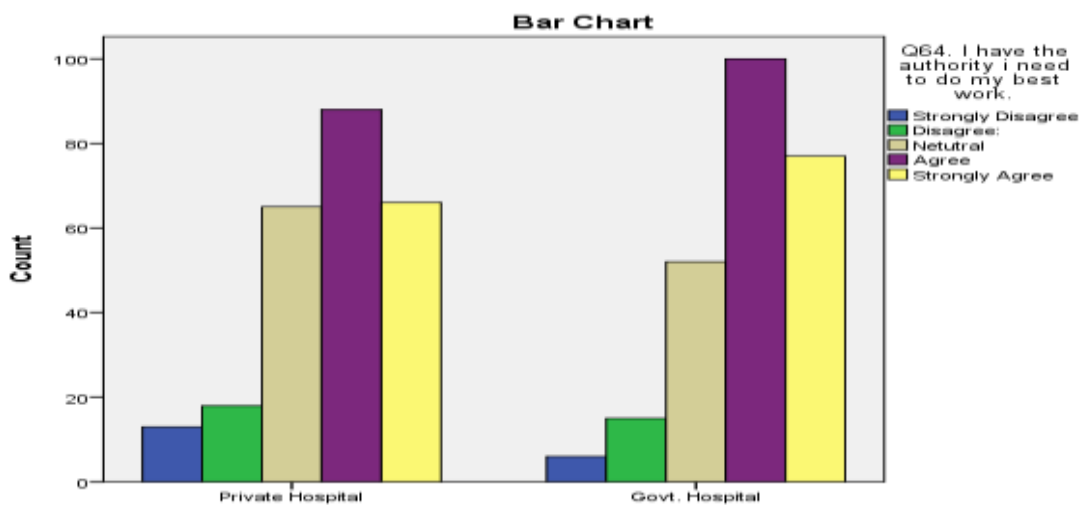
		Q 8. The level of stress in my job is manageable.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	26	15	61	78	70	250
	Govt. Hospital	25	17	50	92	66	250
Total		51	32	111	170	136	500



Analysis: - 92 respondents in the Govt. sector are agree that they are able to manage their work pressure. Almost 63.2% respondents are having the same feeling as compared to private sector. It shows that hospital worker are

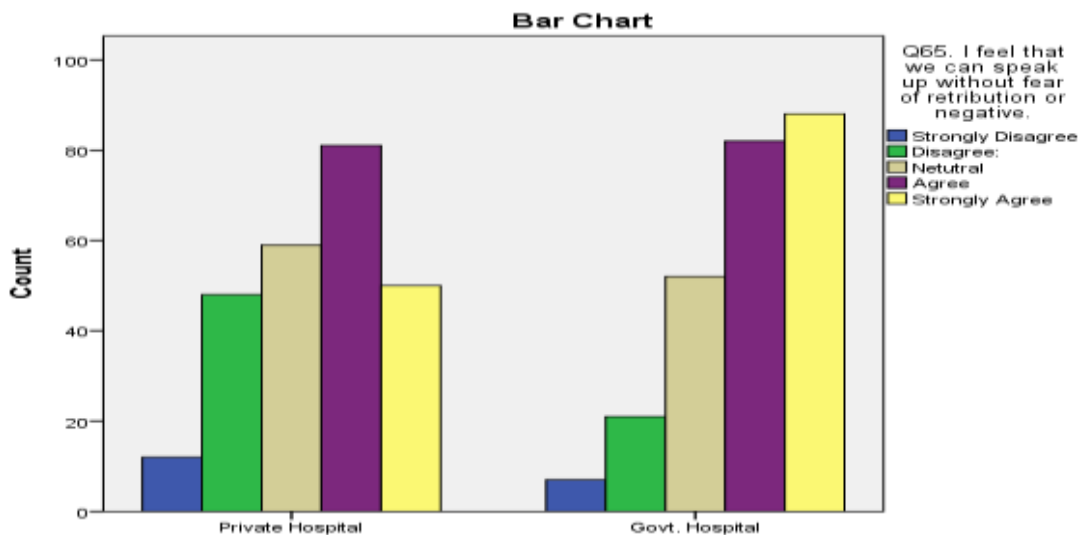
capable to manage the work pressure which they feel in their job this is because may be that they are more opportunities, proper training and growth which always keep them motivated to perform their jobs and psychologically they don't feel it as pressurised job.

		Q8. I have the authority I need to do my best work.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	13	18	65	88	66	250
	Govt. Hospital	6	15	52	100	77	250
Total		19	33	117	188	143	500



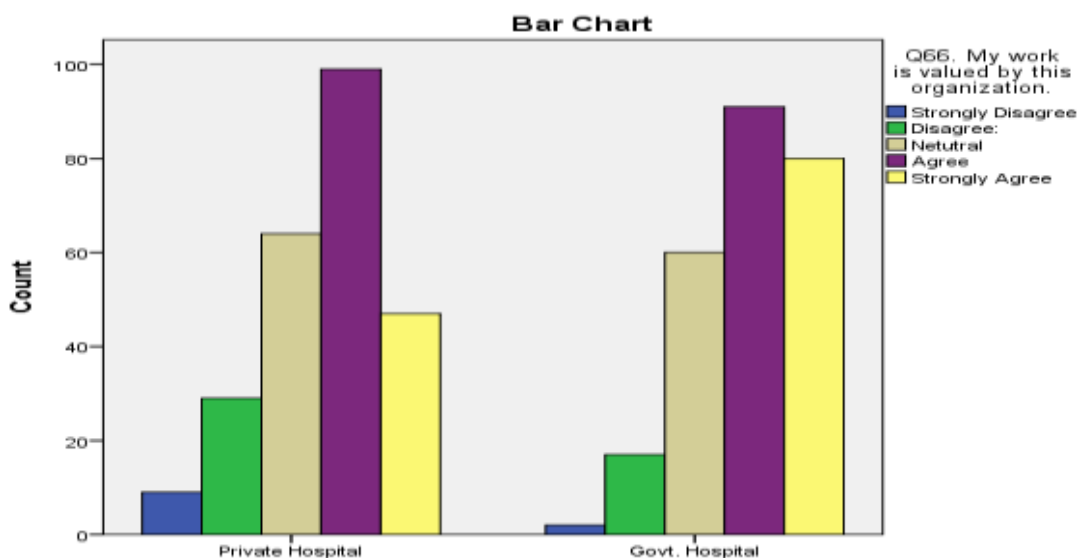
Analysis: - From the above table and graph it can be observed that govt sector women employee feel free to perform their duties. They have been provided proper responsibilities and have authorities to perform their task as they feel fit to perform their duties better. approx. 71% respondents in this sector feel that they have proper authorities to perform their task. It boosts the confidence and sense of responsibilities among the employees and provide them motivation to accept challenges and enjoy their jobs.

		Q9. I feel that we can speak up without fear of retribution or negative.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	12	48	59	81	50	250
	Govt. Hospital	7	21	52	82	88	250
Total		19	69	111	163	138	500



Analysis: -The above table and graph depicts that govt sector women employee are more free to talk with their superiors and they have right to keep their points in front of management. It shows that there is complete support and coordination among all the members of hospital. from the above chart we can observed that in govt. sector employees have more coordination and flow of information is more convent as when employees are free to talk and without negativity it shows that there is participative and supportive atmosphere in the organization.

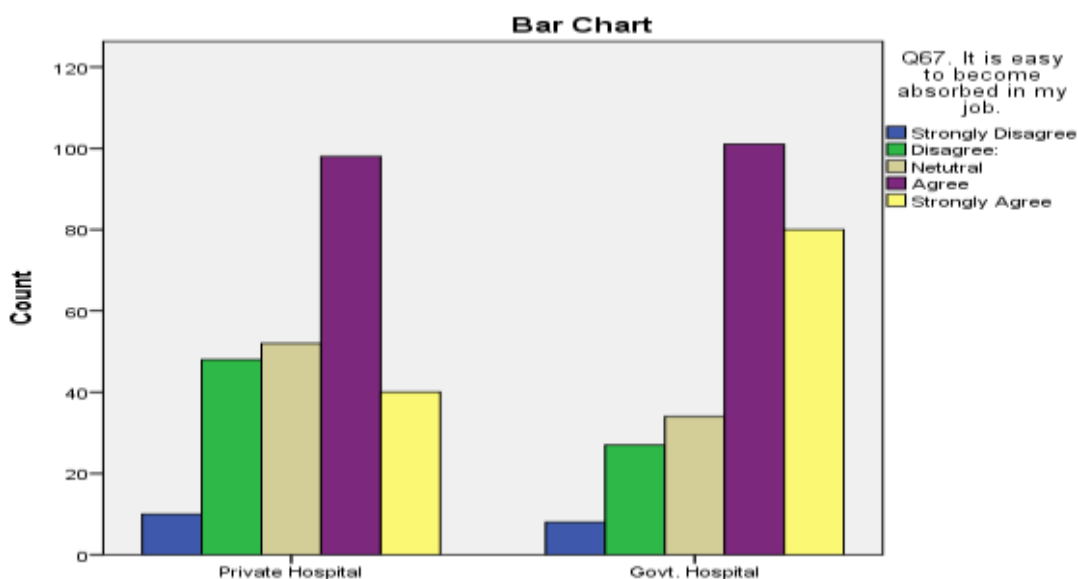
		Q11. My work is valued by this organization.					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	9	29	64	99	47	248
	Govt. Hospital	2	17	60	91	80	250
Total		11	46	124	190	127	498



Analysis: -As the previous table shows that govt sector women employee are free to talk with their superiors and

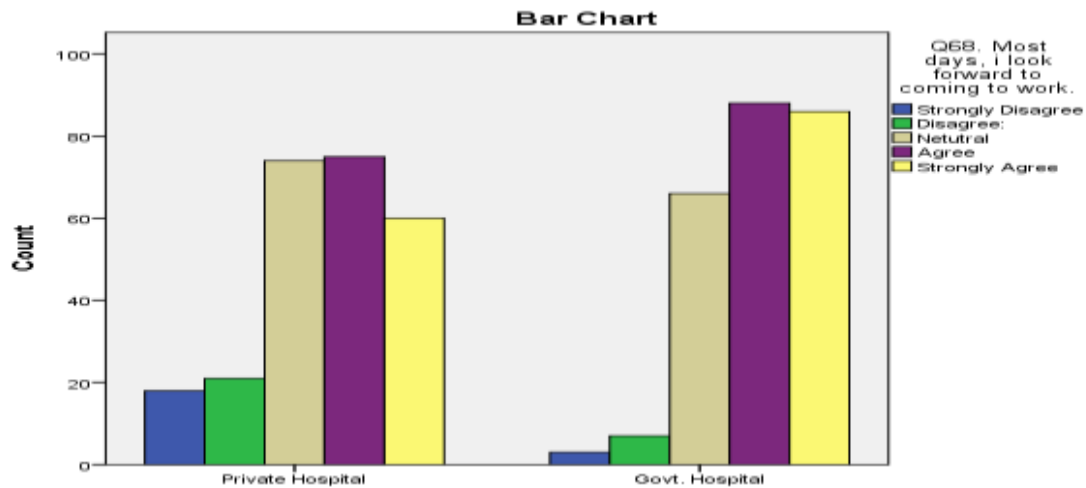
they have right to keep their points in front of management so employees have feeling that their work is having value in the organization. This kind of feeling provide a sense of belongingness and provide safety and security to employees. The above table shows that in govt. sector women employees feel more connected with their work and have sense that their work and they have value in the eye of management and institution which keep them more attached with the organization and perform better.

		Q12. It is easy to become absorbed in my job.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	10	48	52	98	40	248
	Govt. Hospital	8	27	34	101	80	250
Total		18	75	86	199	120	498



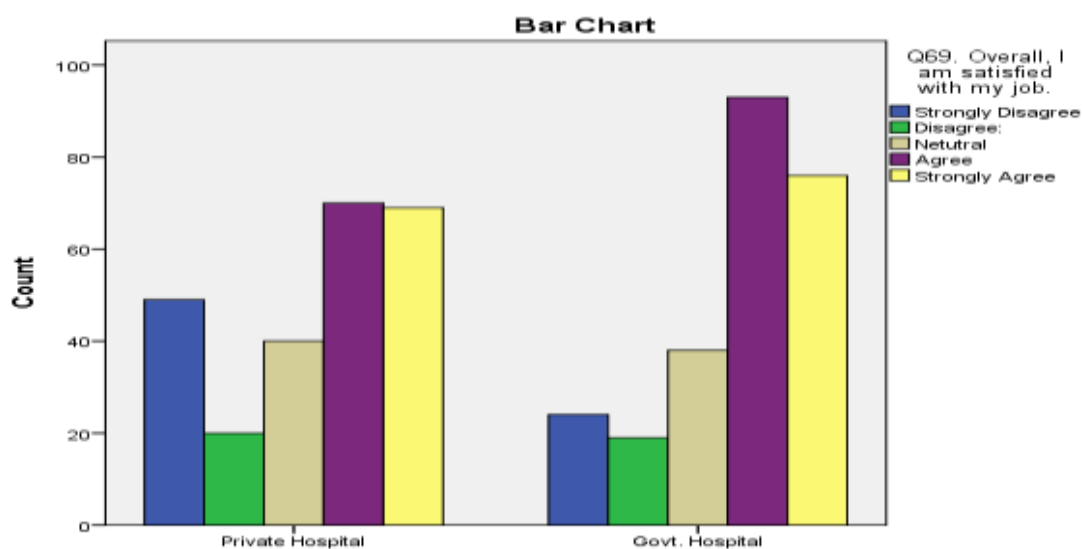
Analysis: -from the above information shown in table and graph it can be easily observed that that employee easily grabbed their job profile and they are making full utilization of their skills and capacity and perform better in organisations

		Q13 Most days, I look forward to coming to work.					Total
		Strongly Disagree	Disagree:	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	18	21	74	75	60	248
	Govt. Hospital	3	7	66	88	86	250
Total		21	28	140	163	146	498



Analysis: -it can be easily depicted from the above table that employees of govt. sector are more likely to ready to come to their job on next day. It is clear-cut symptom that employees in govt. sector are satisfied from their jobs and enjoying the work culture. From the previous analysis also, we have seen that in govt sector employees feel more valuable, motivated and happy from their work environment and feel less burden during their job.

		Q14. Overall, I am satisfied with my job.					Total
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Type of Organization	Private Hospital	49	20	40	70	69	248
	Govt. Hospital	24	19	38	93	76	250
Total		73	39	78	163	145	498



Analysis: -the above table shows that overall women healthcare employees in govt. sector are more satisfied as compared to private sector employees. 93 respondents are agreeing that they are fully satisfied with their jobs and

76 respondents are strongly agree relating to satisfaction parameters.

Conclusion: -

In nut shell author has got the idea that women employees in govt sector employees are more satisfied with their occupational profile. this conclusion has been withdrawn on the various variable like pressure of work, training attributes, distribution of work load, resource availability to perform their duties, growth and opportunities during jobs, work level involvement peer coordination, interaction with management and among employees, involvement of worker in job, job engagement, readiness of employees to accept challenges, work environment etc . It has been observed that approx. 66% of respondents from public sector hospitals working at different level of positions have positive response about their occupational profile and they are satisfied with their occupational profile as they feel that proper freedom is provided to them to perform their task they are fully equipped with resources and have freedom to put their view points in front of management. They feel that their occupational profile has full scope of growth and helpful in enhancing their skill which is required in today's era for the overall growth of employees.

Limitation: -

- Time factor is major limitation of this research topic
- Collecting of data from high positioned people was great challenge.

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