CHAPTER 7
CONCLUSION, LIMITATIONS
AND
SCOPE FOR FURTHER RESEARCH
7.1 Conclusion

Nursing is a well-known profession with a value of caring and this part has helped evolve the profession and it has evolved to meet the emerging needs of the society. The role played by nurses in providing a better and cost-effective health care facility is very crucial for achieving the Goals of Healthcare. Nursing roles and responsibility have multiplied over the years but with the increasing concerns of development, growth, and Human Resource issues for the growth of their careers. In spite of having immense human resource potential in nursing it has been also observed at the same time that the issues related to underemployment and unemployment of nurses is evident. No timely action has been taken for the growth of this profession seriously in India and this is one reason because of which there is the retarded development of nursing and nursing profession. There are various challenges faced by nurses working in government and private hospitals that range from working overtime to their safety. However, most of the nurses are aware of the challenges and they often willingly opt for the nursing profession. Therefore, the challenges do not actually bother them. A supportive working environment in the hospital makes their challenging job a lucrative affair, unlike any other job that requires a lot of sacrifice and commitment. The government hospitals provide good compensation and incentives when compared to those provided by private hospitals. Such measures act as a motivation for nurses to continue their work in hospitals. The need is to increase the communication process in hospitals to increase the work efficiencies of nurses. Provision of decision-making opportunities to nurses, assistance in managing work and life and provision of various benefits and facilities by the hospital management can reduce the stress of nurses. Otherwise, such stress causes burnout in nurses due to the characteristics and requirements of the nursing profession. A healthy and flexible working environment can help nurses to overcome their challenges and balance both family and work requirements that are essential for any individual. The present study was conducted with the following objectives:

- To identify the challenges faced by nurses working in the hospitals.
- To check the impact of these challenges on the WLB of nurses in the hospitals.
• To study the ways and means adopted by nurses and the hospitals to manage the challenges faced by the nurses and balance their work and family lives.

• To analyse the efforts of various hospitals management in improving the WLB of nurses.

• To suggest ways to hospitals and nurses for improving the WLB of nurses.

The present research has shown that a balance between work and life increases the effectiveness of nurses.

7.2 Limitations of the Study

The number of nurses used for data collection was very less. The study could have been more effective if the number of respondents had increased. This study focused only on government hospitals and private hospitals. If foreign hospitals were also considered, then the picture could have been clearer. A comparative study between government, private and foreign hospital nurses would have rendered better results.

7.3 Scope for further Research

In-depth interviews and case studies for the richness of information can be conducted in future. The study can be replicated across different geographic locations or countries to develop a comparative cross-national research and professions to improve the confidence of findings. Several other factors like work engagement, workplace environment, organizational culture, job satisfaction, number of working hours, and non-work conditions that might influence WLB etc. can be incorporated in the future study. Future studies should continue to refine the methodology used in the area of work-family research. In order to understand the work and family life of individuals ‘perspectives such as job stress, quality of life, mental health and work demands should also be studied. Further research should be conducted to examine how different stages in the life of a women affects their work and family concerns. In addition to that, it is necessary to collect data over a long period of time to better understand the changing nature of work-family roles. The studies from hospitals perspectives also must be considered. Additional research is needed in other employment settings to explore the relationship between
work-life balance and increased effectiveness at work among the working women employees.