

Research Article

Individual-Related Issues of Women Working in Hospitals

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ABSTRACT

Due to rapid development in the society, most of the women are getting education, and due to their family situation, they are also coming out and doing jobs equivalent to men. Based on this, the researchers made an attempt to study the individual-related issues of nurse's working in the selected hospitals such as RIMS and GEMS. The present study is an empirical study which was conducted in the selected hospitals and the primary data have been gathered through a well-defined questionnaire. The sample size of the study is 340 women employees working in hospitals.

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INTRODUCTION

The increased complexity and uncertainty of today's hospital environment will confront nurse leaders and managers during the next decade. Forces and trends such as changing organizational structures, increased knowledge and technology, increased specialization and interdisciplinary collaboration, consumerism, shifting health problems, health-care policy, women in the workforce, and nursing education have a part to play. All these affect the nursing profession and the roles, functions, and skill requirements of nurse leaders, managers, and supervisors within hospitals.

WORK SHOULD ONLY BE SMALL PART OF ONE'S LIFE

It is observed that the nursing workload is distributed unequally across the shifts due to lack of planning of OPD schedule, OT schedule, non-availability of specialized staff, and non-flexible routine work schedule of the hospital. As a result of these, the effective working hours increase or decrease. A study found that the adequate number of effective working hours (the hours spent only on patient care) is positively associated with reduction of average duration of stay of patient. It was also found that lack of attention is given

to practice development and activities that do not promote a professional structure lead to inefficiency in work. Nursing staff also have the responsibility of patient satisfaction.^[1] To increase satisfaction with nursing care, the care should be tailored for the individual patient. This situation demands a very high level of knowledge, skills, and positive attitude from the nursing staff; hence, they are required to take very high level of responsibilities in this regard.

From Table 1 projects about work should only be a small part of one's life with reference to the following hospitals like GEMS, KIMS, RIMS, GMR. In the four hospitals, strongly disagree are 12.05%, disagree are 32.05%, neutral are 12.05%, agree are 40.29%, and strongly agree are 2.35%. In GEMS, the respondents who strongly agree with are nil, agree with 3.3%, neutral are 41.7%, disagree are 6.7%, and strongly disagree are 41.7%. In KIMS, the respondents who strongly agree with are 4%, agree with are 46%, neutral are 6%, disagree are 40%, and strongly disagree are 4%. In RIMS, the respondents who strongly agree with are 2.7%, agree with are 47.3%, neutral are 5.3%, disagree are 38%, and strongly disagree are 6.7%. In GMR, the respondents who strongly agree with are 2.5%, agree are 51.2%, neutral are 6.3%, disagree are 35%, and strongly disagree are 5%.

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Table 1: Work should only be a small part of one's life

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	25 (41.7)	2 (4.0)	10 (6.7)	4 (5.0)	41 (12.05)
Disagree	4 (6.7)	20 (40.0)	57 (38.0)	28 (35.0)	109 (32.05)
Neutral	25 (41.7)	3 (6.0)	8 (5.3)	5 (6.3)	41 (12.05)
Agree	2 (3.3)	23 (46.0)	71 (47.3)	41 (51.2)	137 (40.29)
Strongly agree	0 (0)	2 (4.0)	4 (2.7)	2 (2.5)	8 (2.35)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 2: Work should be considered central to the employee life

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	4 (6.7)	4 (8.0)	20 (13.3)	8 (10.0)	36 (10.58)
Disagree	25 (41.7)	0 (0)	0 (0)	0 (0)	25 (7.35)
Neutral	4 (6.7)	12 (24.0)	40 (26.7)	23 (28.7)	79 (23.23)
Agree	25 (41.7)	18 (36.0)	47 (31.3)	28 (35.0)	118 (34.7)
Strongly agree	2 (3.3)	16 (32.0)	43 (28.7)	21 (26.3)	82 (24.11)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

WORK SHOULD BE CONSIDERED CENTRAL TO THE EMPLOYEE LIFE

A healthy workplace is most important for a dedicated staff. Most people prefer to work honestly and sincerely and try to give their best to the organization.^[2] Certainly, the situation that exists in many hospitals continues to suppress the honest feelings of the staff.

Table 2 project about “work should be considered central to the employee life” with regard to the four hospitals i.e., GEMS, KIMS, RIMS, GMR. In the four hospitals, strongly disagree are 10.58%, disagree are 7.35%, neutral are 23.23%, agree are 34.7%, strongly agree are 24.11%. In GEMS, the respondents who strongly agree with are 3.3%, agree with are 41.7%, neutral are 6.7%, disagree are 41.7%, and strongly disagree are 6.7%. In KIMS, the respondents who strongly agree with are 32%, agree with are 36%, neutral are 24%, disagree are nil, and strongly disagree are 8%. In RIMS, the respondents who strongly agree with are 28.7%, agree with are 31.3%, neutral are 26.7%, disagree are nil, and strongly disagree are 13.3%. In GMR, the respondents who strongly agree with are 26.3%, agree with are 35%, neutral are 28.7%, disagree are nil, and strongly disagree are 10%.

THE MAJOR SATISFACTION IN THEIR LIFE COMES FROM WORK

According to the Healthcare Leadership Alliance, “the professionalism competency is the ability to align personal and organizational conduct with ethical and professional standards that include a responsibility in the patient and community, a service orientation, and a commitment to lifelong learning and improvement.” A professional can understand the roles and norms, whereby he/she demonstrates the skills of establishing a role

model to others 169. The professionals could involve themselves in cultivating and managing working relationships with others. Professionals who are dedicated to their work also know to manage themselves. They ensure meaningful contributions to the tasks which they perform. The professionalism can be developed by creating a set of skills and competencies. An employee who joins an organization at any level can develop the professional competence and try to build on it.^[3]

From the Table 3 presents about that “The major satisfaction in employee life comes from work” by considering the following four hospitals like GEMS, KIMS, RIMS, GMR. In the four hospitals, strongly disagree are 10%, disagree are 7.35%, neutral are 15.58%, agree are 33.82%, strongly agree are 33.23%. In GEMS, the respondents who strongly agree with are 36.7%, agree with are 21.7%, neutral are 28.3%, disagree are 3.3%, and strongly disagree are 10%. In KIMS, the respondents who strongly agree are 40%, agree with are 24%, neutral are 28%, disagree are 2.0%, and strongly disagree are 6.0%. In RIMS, the respondents who strongly agree with are 34%, agree with are 23.3%, neutral are 29.3%, disagree are 3.3%, and strongly disagree are 10.0%. In GMR, the respondents who strongly agree with are 33.8%, agree with are 25%, neutral are 31.3%, disagree are 2.5%, and strongly disagree is 7.5%.

THE EMPLOYEE IS GENERALLY ABLE TO GET OFF-DUTY/TIME OFF THEY WANT

The frequency and timing of breaks may be more important than the actual duration of break period during a work shift. Several studies have shown that shorter, more frequent breaks improve productivity and reduce fatigue in a variety of manufacturing and laboratory settings. Muscle fatigue, lower extremity discomfort, repetitive strain injuries, and eyestrain were also reduced, without any loss of productivity when

short additional breaks (e.g., 5 min every hour, 3 min every 27 min, and 9 min), every 51 min were added to regularly scheduled break period (2.15-min breaks and a 30-min lunch period or 1.15-min break and 1.10-min break plus a 45-min lunch break). Furthermore, it is reported that 40% of the shifts exceed 12 h. It was found that 189 errors were reported by 119 (30%) nurses during the 28-day period during the shifts with known break and meal timings. It could be possible such error can bring the risk to the patients. The nursing supervisors should develop a culture on their units that encourage staff members to take breaks and eat meals free of patient care responsibilities so that the nursing staff able to get breaks.

From the Table 4 analysis projects that “The employee generally able to get off-duty/time off they want” with reference to GEMS, KIMS, RIMS and GMR. In the four hospitals, strongly disagree are 14.70%, disagree are 8.82%, neutral are 55.58%, agree are 20.58%, and strongly agree are nil. In GEMS, the respondents who strongly agree with are nil, agree with are 23.3%, neutral are 58.3%, disagree are 6.7%, and strongly disagree are 11.7%. In KIMS, the respondents who strongly agree with are nil, agree with are 16%, neutral are 58%, disagree are 10.0%, and strongly disagree are 16.0%. In RIMS, the respondents who strongly agree are nil, agree with are 22%, neutral are 56%, disagree are 8.0%, and strongly disagree are 14.0%. In GMR, the respondents who strongly agree with are nil, agree with are 18.8%, neutral 52.5%, disagree are 11.3%, and strongly disagree is 17.5%.

THE EMPLOYEE IS SATISFIED WITH LENGTH OF TIME THEIR WORK SCHEDULE IS PLANNED IN ADVANCE

The environment and the individual must continue to meet each other’s requirements for the interaction to be maintained.

The degree to which the requirements of both are met may be called correspondence. Work adjustment is the process of achieving and maintaining correspondence. Work adjustment is indicated by the satisfaction of the individual with the work environment, and by the satisfaction of the work environment with the individual - by the individual’s satisfactoriness. Satisfaction and satisfactoriness result in tenure, the principal indicator of work adjustment

From the Table 5 reveals about the perception of the employees with regard to their satisfaction level towards the duration of time of the work schedule is planned in advance. In the four hospitals, strongly disagree are 7.64%, disagree are 13.23%, neutral are 10.88%, agree are 31.76%, and strongly agree are 36.47%. In GEMS, the respondents who strongly agree with are 36.67%, agree with are 33.33%, neutral are 8.33%, disagree are 10%, and strongly disagree are 11.67%. In KIMS, the respondents who strongly agree with are 38%, agree with are 36%, neutral are 12%, disagree are 6%, and strongly disagree are 8.0%. In RIMS, the respondents who strongly agree with are 44%, agree with are 24.67%, neutral are 10.67%, disagree are 14%, and strongly disagree are 6.67%. In GMR, the respondents who strongly agree with are 21.25%, agree are 41.25%, neutral 12.5%, disagree are 18.75%, and strongly disagree are 6.25%.

THE EMPLOYEE OBSERVED THAT IT IS VERY HARD TO PLAN LIFE OUTSIDE OF WORK BECAUSE THE WORKING HOURS VARY SO MUCH

Nursing is acknowledged to be stressful work, and there is a need to understand the nature of that problem and to better manage it. Both, anxiety on tangible hazards of nursing and exposure to the psychosocial hazards associated with that work can give rise to the experience of stress.

Table 3: The major satisfaction in employee life comes from work

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	6 (10.0)	3 (6.0)	15 (10.0)	6 (7.5)	34 (10)
Disagree	2 (3.3)	1 (2.0)	5 (3.3)	2 (2.5)	25 (7.35)
Neutral	17 (28.3)	14 (28.0)	44 (29.3)	25 (31.3)	53 (15.58)
Agree	13 (21.7)	12 (24.0)	35 (23.3)	20 (25.0)	115 (33.82)
Strongly agree	22 (36.7)	20 (40.0)	51 (34.0)	27 (33.8)	113 (33.23)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 4: The employee generally able to get off-duty/time off they want

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	7 (11.7)	8 (16.0)	21 (14.0)	14 (17.5)	50 (14.7)
Disagree	4 (6.7)	5 (10.0)	12 (8.0)	9 (11.3)	30 (8.82)
Neutral	35 (58.3)	29 (58.0)	84 (56.0)	42 (52.5)	190 (55.8)
Agree	14 (23.3)	8 (16.0)	33 (22.0)	15 (18.8)	70 (20.58)
Strongly agree	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 5: The employee is satisfied with the length of time their work schedule is planned in advance

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	7 (11.67)	4 (8)	10 (6.67)	5 (6.25)	26 (7.64)
Disagree	6 (10)	3 (6)	21 (14)	15 (18.75)	45 (13.23)
Neutral	5 (8.33)	6 (12)	16 (10.67)	10 (12.5)	37 (10.88)
Agree	20 (33.33)	18 (36)	37 (24.67)	33 (41.25)	108 (31.76)
Strongly agree	22 (36.67)	19 (38)	66 (44)	17 (21.25)	124 (36.47)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 6: The employee find it hard to plan life outside of work because their working hours vary so much

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	9 (15.0)	7 (14.0)	23 (15.3)	11 (13.8)	50 (14.70)
Disagree	5 (8.3)	7 (14.0)	17 (11.3)	11 (13.8)	40 (11.76)
Neutral	2 (3.3)	4 (8.0)	8 (5.3)	6 (7.5)	20 (5.88)
Agree	26 (43.3)	17 (34.0)	63 (42.0)	34 (42.5)	140 (41.17)
Strongly agree	18 (30.0)	15 (30.0)	39 (26.0)	18 (22.5)	90 (64.28)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

From the Table 6 illustrates about the perception of the respondent employees with reference to plan their life outside of work. In the four hospitals strongly Disagree are 14.70%, Disagree are 11.76%, Neutral are 5.88%, Agree are 41.17%, Strongly Agree are 64.28%. In GEMS, the respondents who strongly agree with are 30%, agree with 43.3%, neutral are 3.3%, disagree are 8.3%, and strongly disagree are 15%. In KIMS, the respondents who strongly agree with are 30%, agree with are 34%, neutral are 8%, disagree are 14%, and strongly disagree are 14.0%. In RIMS, the respondents who strongly agree with are 26%, agree with 42%, neutral are 5.3%, disagree are 11.3%, and strongly disagree are 15.3%. In GMR, the respondents who strongly agree with are 22.5%, agree with are 42.5%, neutral are 7.5%, disagree are 13.8%, and strongly disagree are 13.8%.

THE EMPLOYEE IS GIVEN SUFFICIENT NOTICE TO CHANGE TO THE OFF-DUTY QUOTAS

Three elements of work organization emerged as pivotal in determining nurses' working hours and their control over the balance between their work and their home life: The management of work hours, the degree of mutual dependency of nurses within teams, and the nature of patient care. Hospitals usually follow different shift timings. This could be 6 h, 8 h, and 12 h duration. The shift includes formal break timings 15 min for tea break and 30–45 min for lunch. Often, the nursing staff does not avail the break due to heavy workload or shortage of nurses.

A study reported (Laurie Wolf 2004) among the 5211 shifts, there were 534 (10%) shifts, in which nurses have no opportunity to sit down for a break or meal and another 2249 (43%) shifts, in which nurses reported having the time

for break or eat a meal but were not relieved from patient care responsibilities. Nurses were completely free of patient care responsibilities during a break and or meal periods in less than half of the shifts they worked. Furthermore, shift timings are one of the problems for nurses because the organizations are unable to decide the right shift timings for the nurses sometimes the nursing staff has to cope with long shift hours or have difficulty traveling at odd hours.^[4]

Table 7 clearly indicates the views of the employees with regard to time given to the employees to change the off duty quotas in the selected hospitals. In the four hospitals, strongly disagree are 11.76%, disagree are 8.82%, neutral are 11.76%, agree are 5.88%, and strongly agree are 8.82%. In GEMS, the respondents who strongly agree with are 10%, agree with are 61.7%, neutral are 6.7%, disagree are 8.3%, and strongly disagree are 13.3%. In KIMS, the respondents who strongly agree are 6%, agree with are 60%, neutral are 16%, disagree are 8%, and strongly disagree are 10.0%. In RIMS, the respondents who strongly agree with are 10%, agree with are 58%, neutral are 10.7%, disagree are 9.3%, and strongly disagree are 12%. In GMR, the respondents who strongly agree with are 7.5%, agree are 57.5%, neutral are 15%, disagree are 8.8%, and strongly disagree are 11.3%.

THE EMPLOYEE FREQUENTLY WORK IN EXCESS OF CONTRACTED HOURS

Even the work schedule of nurses creates heavy burden, but they have to work while the excess contracted hours allocated to them by the management.

analysis presents the information about the perception of the employees of the selected hospitals whether they are working in excess of their contracted hours or not. In the four hospitals, strongly disagree are 11.76%, disagree are 26.47%, neutral

Table 7: Employee given sufficient notice to changes to the off-duty quotas

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	8 (13.3)	5 (10.0)	18 (12.0)	9 (11.3)	40 (11.76)
Disagree	5 (8.3)	4 (8.0)	14 (9.3)	7 (8.8)	30 (8.82)
Neutral	4 (6.7)	8 (16.0)	16 (10.7)	12 (15.0)	40 (11.76)
Agree	37 (61.7)	30 (60.0)	87 (58.0)	46 (57.5)	200 (5.88)
Strongly agree	6 (10.0)	3 (6.0)	15 (10.0)	6 (7.5)	30 (8.82)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 8: The employee frequently work in excess to their contracted hours

Opinion	Public, F (%)		Private, F (%)		Total, F (%)
	GEMS	KIMS	RIMS	GMR	
Strongly disagree	8 (13.3)	5 (10.0)	18 (12.0)	19 (11.3)	40 (11.76)
Disagree	13 (21.7)	14 (28.0)	38 (25.3)	55 (31.3)	90 (26.47)
Neutral	1 (1.7)	2 (4.0)	4 (2.7)	3 (3.8)	10 (2.94)
Agree	22 (36.7)	15 (30.0)	56 (37.3)	27 (33.8)	120 (35.2)
Strongly agree	16 (26.7)	14 (28.0)	34 (22.7)	16 (20.0)	80 (23.52)
Total	60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

are 2.94%, agree are 35.2%, and strongly agree are 23.52%. In GEMS, the respondents who strongly agree with are 26.7%, agree with are 36.7%, neutral are 1.7%, disagree are 21.7%, and strongly disagree are 13.3%. In KIMS, the respondents who strongly agree with are 28%, agree with are 30%, neutral are 4%, disagree are 38%, and strongly disagree are 28%. In RIMS, the respondents who strongly agree with are 22.7%, agree with are 37.3%, neutral are 2.7%, disagree are 25.3%, and strongly disagree are 12%. In GMR, the respondents who strongly agree with are 20%, agree with are 33.8%, neutral are 3.8%, disagree are 31.3%, and strongly disagree are 11.3%.

THE EMPLOYEE IS SATISFIED WITH THE CHOICE THAT THEY GIVEN OVER THE LENGTH OF SHIFT THEY WORK

In the hospital, the nurses have a choice in public hospitals have to work according to their wish and duration of time in the shift time. This shift time provides the flexibility of working hours to the nurses in the hospitals.^[5]

FINDINGS OF THE STUDY

- 3.3% of the respondents are satisfied their work as a part of one’s life in GEMS, 50% of the respondents are satisfied their work as a part of one’s life in KIMS, 50% of the respondents are satisfied with work as their part of one’s life in RIMS, and 53.7% of the respondents are satisfied with work as a part of one’s life in GMR.
- 45% of the respondents say that the work is the central part of their life in GEMS, 68% of the respondents say that the work is the central part of their life in KIMS, 60% of the respondents say that the work is the central part of their life in RIMS, and 61.3% of the respondents says that the work is the central part of their life in GMR.

- 58.4% of the respondents say that they get satisfaction with life from their work in GEMS, 64% of the respondents say that they get satisfaction with life from their working KIMS, 75.37% of the respondents say that they get satisfaction with life from their working RIMS, and 60% of the respondents say that they get satisfaction with life from their working GMR.
- 23.3% of the respondent says that they are able to get off-duty/time off they want in GEMS, 16% of the respondent says that they are able to get off-duty/time off they want in KIMS, 22% of the respondents say that they are able to get off-duty/time off they want in RIMS, and 18.8% of the respondents say that they are able to get off-duty/time off they want in GMR.
- 70% of the respondents are satisfied with the duration of time of the work schedule is planned in advance in GEMS, 74% of the respondents are satisfied with the duration of time of the work schedule is planned in advance in KIMS, 68.67% of the respondents are satisfied with the duration of time of the work schedule is planned in advance in RIMS, and 62.5% of the respondents are satisfied with the duration of time of the work schedule is planned in advance in GMR.
- 73.3% of the respondents find it hard to plan life outside of the work because of working hours vary so much in GEMS, 64% of the respondents find it hard to plan life outside of work because of working hours vary so much in KIMS, 68% of the respondents find it hard to plan life outside of work because of working hours vary so much in RIMS, and 65% of the respondents find it hard to plan life outside of work because of working hours vary so much in GMR.
- 71.7% of the respondents are given sufficient notice to the changes to the off-duty quotas in GEMS, 66% of the respondents are given sufficient notice to the changes to

the off-duty quotas in KIMS, 68% of the respondents are given sufficient notice to the changes to the off-duty quotas in RIMS, and 65% of the respondents are given sufficient notice to the changes to the off-duty quotas in GMR.

8. 63.4% of the respondents are frequently work in excess of their contracted hours in GEMS, 58% of the respondents are frequently work in excess of their contracted hours in KIMS, 60% of the respondents are frequently work in excess of their contracted hours in RIMS, and 53.8% of the respondents are frequently work in excess of their contracted hours in GMR.
9. 63.3% of the respondents are satisfied with the choice that they given the duration of shift for work in GEMS, 64% of the respondents are satisfied with the choice that they given the duration of shift for work in KIMS, 60% of the respondents are satisfied with the choice that they given the duration of shift for work in RIMS, and 63.3% of the respondents are satisfied with the choice that they given the duration of shift for work in GMR.
10. 40% of the respondents are generally get to work the shift/times that they want in GEMS, 36% of the respondents are generally get to work the shift/times that they want in KIMS, 38.6% of the respondents are generally get to work the shift/times that they want in RIMS, and 37.5% of the respondents are generally get to work the shift/times that they want in GMR.
11. 66.67% of the respondents view that individual personal life should be work oriented in GEMS, 68% of the respondents view that individual personal life should be work oriented in KIMS, 84.56% of the respondents view that individual personal life should be work oriented in RIMS, and 46.25% of the respondents view that individual personal life should be work oriented in GMR.
12. 58.33% of the respondents do not depend on other for encouragement to do the work well in GEMS, 70% of the respondents do not depend on other for encouragement to do the work well in RIMS, 79.33% of the respondents do not depend on other for encouragement to do the work well in RIMS, and 53.75% of the respondents do not depend on other for encouragement to do the work well in GMR.
13. 66.67% of the respondents can continue to do what they believe in even under severe criticism in GEMS, 76% of the respondents can continue to do what they believe in even under severe criticism in KIMS, 81.33% of the

respondents can continue to do what they believe in even under severe criticism in RIMS, and 43.75% of the respondents can continue to do what they believe in even under severe criticism in GMR.

14. 66.67% of the respondents can concentrate on the task at hand in spite of disturbances in GEMS, 62% of the respondents can concentrate on the task at hand in spite of disturbances in KIMS, 72.66% of the respondents can concentrate on the task at hand in spite of disturbances in RIMS, and 57.5% of the respondents can concentrate on the task at hand in spite of disturbances in GMR.
15. 86.7% of the respondents are able to stay in both good and bad situation in GEMS, 86% of the respondents are able to stay in both good and bad situation in KIMS, 84% of the respondents are able to stay in both good and bad situation in RIMS, and 86.7% of the respondents are able to stay in both good and bad situation in GMR.

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