

Research Article

Perception of Working Women in Hospitals toward Teamwork - An Empirical Study

K. Krishnaiah Choudary¹, K. J. N. V. Narasa Reddy², N. Hemalatha³

¹Department of MBA, Sir C. R. Reddy College of Engineering, Eluru, Andhra Pradesh, India, ²Department of MBA, Rama Chandra College of Engineering, Vaturlu, Andhra Pradesh, India, ³Aurora's P.G. College, Hyderabad, Telangana, India



CrossMark

ABSTRACT

The present study is an attempt to know the perception of the working women employees in hospitals toward teamwork. Teamwork plays a major role in the success of any organization. The current study tries to portray the theme of teamwork by considering various hospitals in Srikakulam district such as GMR and KIMS. The sample for the study is 340 women employees.

Address for correspondence:

Dr. K. Krishnaiah Choudary,
Department of MBA,
Sir C. R. Reddy College
of Engineering, Eluru,
Andhra Pradesh, India.
Mobile: +91-9441040203.
E-mail: drkc.kodali@gmail.com

Keywords:

Hospitals,
Perception,
Srikakulam district,
Teamwork,
Women employees

Received: 25th January 2018

Accepted: 20th February 2018

Published: 30th May 2018

INTRODUCTION

The management should encourage teamwork that to work in cooperation and coordination. Teamwork is coordinated action by a cooperative small group in regular contract, wherein members contribute reasonably and enthusiastically toward task achievement. If there is a teamwork among the employees, they will try to put in maximum efforts to achieve the objectives.

AVAILABILITY OF TEAMWORK

The work can be made enjoyable and pleasant if it is so designed and that it allows the employees to satisfy their natural instincts. This creates interest in the work and employees work as a team spirit.

PURPOSE OF THE STUDY

The objective of the study is to know the perception of women employees working in hospitals of Srikakulam district toward the concept of teamwork.

Nursing emerged as a profession in the latter part of the 19th century. Historically, women have been the principal

caregivers of sick family members, although religious traditions such as Christianity also have contributed to the history of nursing. It was not until the 19th century, however, that nursing began to gain recognition as a profession. The British Nurse Florence Nightingale was instrumental in effecting this change. In 1960, she established the first scientifically based nursing training school at St. Thomas's hospital in London. This school becomes the foundation of most nursing programs throughout the western world and marked the beginning of the development of nursing through its establishment of the objective criteria for determining the professional qualification.^[1]

Thereafter, nursing has passed through professional development patterns in different parts of the world to stand as a profession which includes education in institutions of higher learning so as to enhance critical thinking abilities of nurses, development of its own specific body of knowledge, and acceptance of the professional to deal with responsibility of providing health-care needs of people.^[2]

As more nurses obtained baccalaureate, master's and doctoral degrees, and research contributions grow the professions, specific body of knowledge becomes clearer and more accurately defined.^[3] A survey carried out among



registered nurses in South Africa shown that pay-related issues dominate as the main problem at work. Improving pay scales and being paid according to extra experiences, responsibilities, and qualification cared to improve the nurses working environment.^[4]

Many factors have influenced the way nursing is perceived by the public, by professionals, and by those who are beginning their career in nursing. Nursing is a concept that brings to mind multiple ideas and images. These images include white uniforms, nursing caps, needles, and bedpans, and for others, they include kindness, skills, compassion, and intelligence.^[4] In this era, when nursing is no longer isolated in hospital or community settings, it is crucially important that the nursing professionals and other who would work with nurses have a clear meaning of the nursing profession.^[5]

Up to recent years, the work of nurses was poorly understood and undervalued almost everywhere and even now when nurses are the largest number of health professions in worldwide and nursing is a key component of health care in every type of setting; many people have no idea what nursing actually does.^[6]

DATA ANALYSIS AND INTERPRETATION

Table 1 and Graph 1 show that, about the availability of teamwork, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 67.6%, no are 32.3%, and do not know are nil. In GEMS, the respondents are said that yes are 66.7%, no are 33.3%, and do not know are nil. In KIMS, the respondents are said that yes are 66%, no are 34%, and do not know are nil. In RIMS, the respondents are said that yes are 68%, no are 32%, and do not know are nil. In GMR, the respondents are said that yes are 68.8%, no are 31.3%, and do not know are nil.

GOOD COMMUNICATION WITH PHYSICIANS

Good communication is the lifeblood of an organization. Complex nature and being the size of organizations require greater specialization and division of work. Thus, for particular goals, total activities are divided into parts and sub-parts to share the information about their functioning among themselves.

Table 2 and Graph 2 show that, about good communication with physicians, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 97.05%, no are 2.94%, and do not know are nil. In GEMS, the respondents are said that yes are 98.3%, no are 1.7%, and do not know are nil. In KIMS, the respondents are said that yes are 96%, no are 4%, and do not know are nil. In RIMS, the respondents are said that yes are 97.3%, no are 2.7%, and do not know are nil. In GMR, the respondents are said that yes are 96.3%, no are 3.8%, and do not know are nil.

RESPECT BY PHYSICIANS

People generally prefer to work which is socially acceptable. If the society gives importance and praise the work, people like to perform. Sometimes, people prefer a job of high socially importance even though the financial compensation would be less.

People have to live in the society and by performing a job of high social importance and derive of being important to the society.

Table 3 and Graph 3 show that, about respect by physicians, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 88.2%, no are 11.76%, and do not know are nil. In GEMS, the respondents are said that yes are 88.3%, no are 11.7%, and do not know are nil. In KIMS, the respondents are said that yes are 88%, no are 12%, and do not know are nil. In RIMS, the respondents are said that yes are 88.7%, no are 11.3%, and do not know are nil. In GMR, the respondents are said that yes are 87.5%, no are 12.5%, and do not know are nil.

GOOD COMMUNICATION WITH OTHER COWORKERS

A job of the manager is to coordinate the human and physical elements of the organization into efficient and human physical elements of the organization into an efficient and active working unit that achieve common objectives. It is only the process of communication which makes cooperative action possible. What objectives are desired, what activities are required, how will they be done, who will do, and what, when, and how people will react depends on the internal and external communication process of the organization.

Table 4 and Graph 4 show that, about good communication with other coworkers, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 97.05%, no are nil, and do not know are 2.94%. In GEMS, the respondents are said that yes are 98.3%, no are 1.7%, and do not know are nil. In KIMS, the respondents are said that yes are 96%, no are 4%, and do not know are nil. In RIMS, the respondents are said that yes are 97.3%, no are 2.7%, and do not know are nil. In GMR, the respondents are said that yes are 96.3%, no are 3.8%, and do not know are nil.

FRIENDSHIP WITH COWORKERS

A good leader should win the confidence. Before affecting any change in the technique of production, a good leader will consult the workers even if the change has been finally decided on. This will help to induce a sense of well-being and confidence among the workers, and they will highly appreciate the fact that the workers are considered.

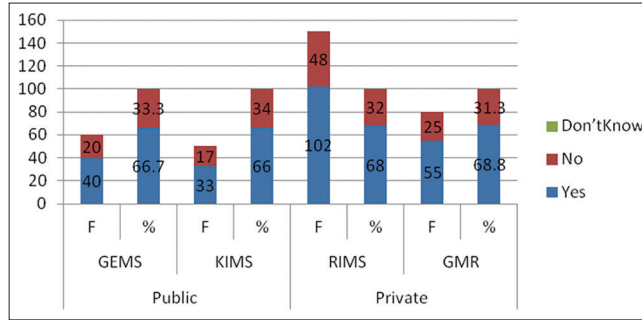
Table 5 and Graph 5 show that, about friendship with coworkers, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 94.17%, no are 5.88%, and do not know are nil. In GEMS, the respondents are said that yes are 95%, no are 5%, and do not know are nil. In KIMS, the respondents are said that yes are 94%, no are 6%, and do not know are nil. In RIMS, the respondents are said that yes are 94.7%, no are 5.3%, and do not know are nil. In GMR, the respondents are said that yes are 92.5%, no are 7.5%, and do not know are nil.

IF ANY PROBLEM ARISEN FROM COLLEAGUES RESIGNED AND LEFT THEIR JOB

Morale is influenced by the large number of psychological factors such as attention and freedom, the desire to make sacrifices, availability of proper, and leadership.

Table 1: Availability of teamwork

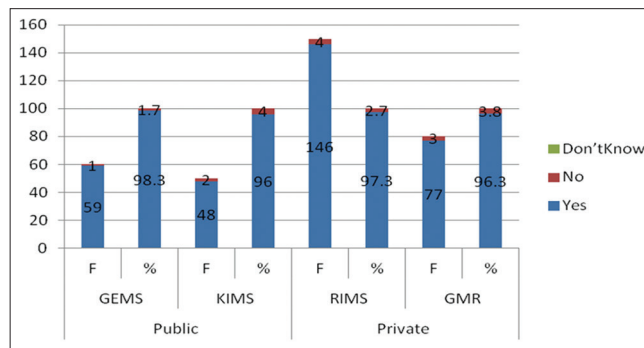
S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	40 (66.7)	33 (66.0)	102 (68.0)	55 (68.8)	230 (67.6)
2	No	20 (33.3)	17 (34.0)	48 (32.0)	25 (31.3)	110 (32.3)
3	Do not know	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)



Graph 1: Availability of teamwork

Table 2: Good communications with physicians

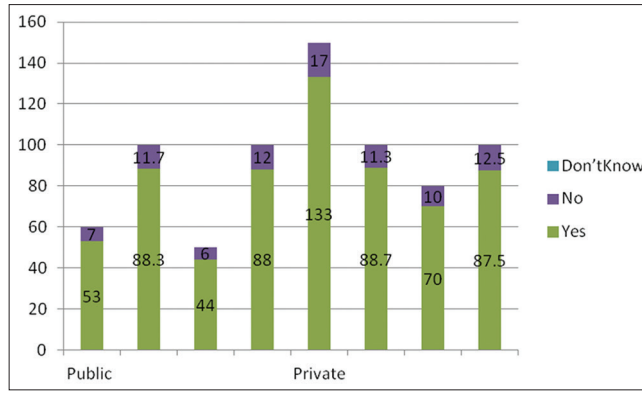
S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	59 (98.3)	48 (96.0)	146 (97.3)	77 (96.3)	330 (97.05)
2	No	01 (1.7)	02 (4.0)	04 (2.7)	03 (3.8)	10 (2.94)
3	Do not know	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)



Graph 2: Good communications with physicians

Table 3: Respect by physicians

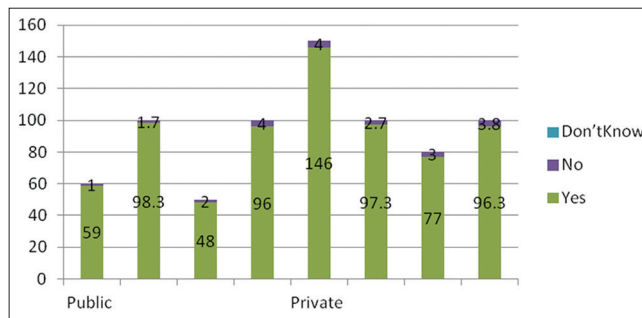
S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	53 (88.3)	44 (88.0)	133 (88.7)	70 (87.5)	300 (88.2)
2	No	7 (11.7)	6 (12.0)	17 (11.3)	10 (12.5)	40 (11.76)
3	Do not know	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (0)



Graph 3: Respects by physicians

Table 4: Good communications with other coworkers

S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	59 (98.3)	48 (96.0)	146 (97.3)	77 (96.3)	330 (97.05)
2	No	1 (1.7)	02 (4.0)	04 (2.7)	3 (3.8)	10 (2.94)
3	Do not know	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)



Graph 4: Good communications with other coworkers

Table 5: Friendship with coworkers

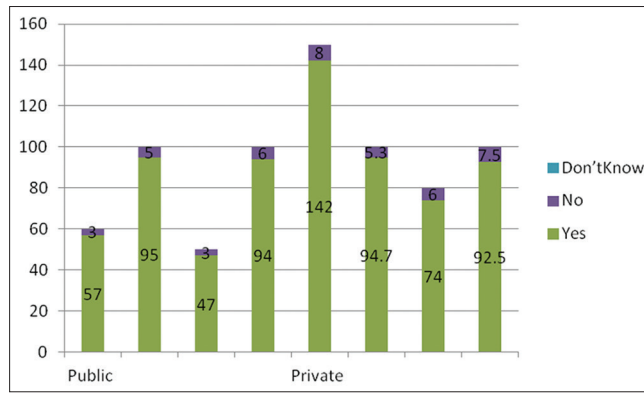
S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	57 (95.0)	47 (94.0)	142 (94.7)	74 (92.5)	320 (94.17)
2	No	3 (5.0)	3 (6.0)	8 (5.3)	6 (7.5)	20 (5.88)
3	Do not know	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

Table 6 and Graph 6 show that about if any problem arisen from colleagues resigned and left the job, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 94.17%, no are 5.88%, and do not know are nil. In GEMS, the respondents are said that yes are 21.7%, no are 73.3%, and do not know are 5%. In KIMS, the respondents are said that yes are 26%, no are 68%, and do not know are 6%. In RIMS, the respondents are said that yes are 22.7%, no are 71.3%, and do not know are 6%. In GMR, the respondents

are said that yes are 25%, no are 68.8%, and do not know are 6.3%.

FOR PROBLEM SOLVING, THE EMPLOYEE SOUGHT OTHER SUPPORT FROM EMPLOYER

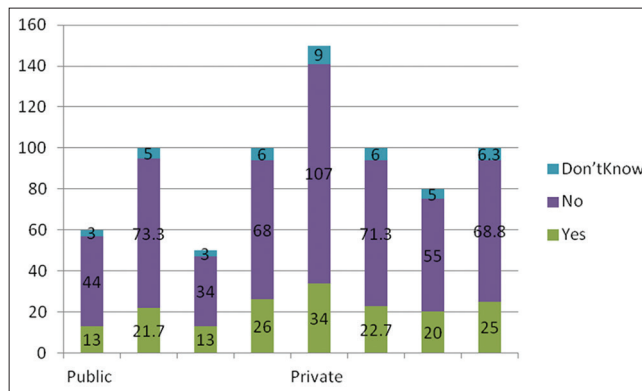
One of the psychological conditions of working is the nature of relations that exist between the workers themselves.



Graph 5: Friendship with coworkers

Table 6: If any problem arisen from colleagues resigned and left the job

S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	13 (21.7)	13 (26.0)	34 (22.7)	20 (25.0)	80 (23.5)
2	No	44 (73.3)	34 (68.0)	107 (71.3)	55 (68.8)	240 (70.5)
3	Do not know	3 (5.0)	3 (6.0)	9 (6.0)	5 (6.3)	20 (5.88)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)



Graph 6: If any problem arisen from colleagues resigned and left the job

Where the number of workers is fairly large and the nature of work demands their constant cooperation, better results are obtained if the workers have happy relations. If the relations are not all that can be desired work suffers. Moreover, particularly work that requires comparative effort is a total loss as there is no cooperation.

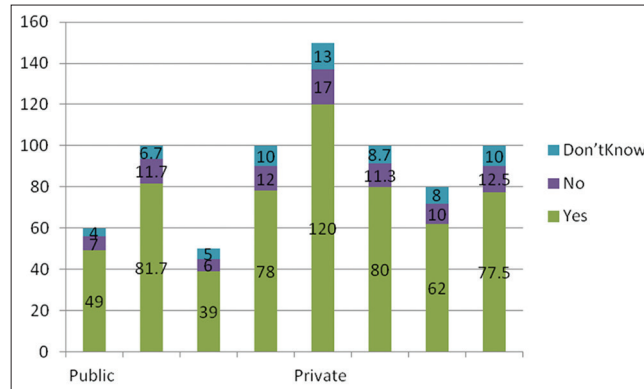
Table 7 and Graph 7 show that about for problem solving, the employee sought other support from employers, the results of four hospitals are GEMS, KIMS, RIMS, and GMR. In the four hospitals, yes are 79.41%, no are 11.76%, and do not know are 8.82%. In GEMS, the respondents are said that yes are 78%, no are 12%, and do not know are 10%. In KIMS, the respondents are said that yes are 80%, no are 11.3%, and do not know are 8.7%. In RIMS, the respondents are said that yes are 22.7%, no are 71.3%, and do not know are 6%. In GMR, the respondents are said that yes are 25%, no are 68.8%, and do not know are 6.3%.

FINDINGS OF THE STUDY

- 66.7% of the respondents are satisfied with availability of teamwork in GEMS, 66% of the respondents are satisfied with the availability of teamwork in KIMS, 68% of the respondents are satisfied with the availability of teamwork in RIMS, and 68.8% of the respondents are satisfied with the availability of teamwork in GMR.
- 98.3% of the respondents have good communication with physicians in GEMS, 96% of the respondents have good communication with physicians in KIMS, 97.3% of the respondents have good communication with physicians in RIMS, and 96.3% of the respondents have good communication with physicians in GMR.
- 88.3% of the respondents are respected by physicians in GEMS, 88% of the respondents are respected by physicians in KIMS, 88.7% of the respondents are respected by physicians in RIMS, and 88.3% of the respondents are respected by physicians in GMR.

Table 7: For problem solving, the employee sought other support from employers

S. No	Opinion	Public, F (%)		Private, F (%)		Total, F (%)
		GEMS	KIMS	RIMS	GMR	
1	Yes	49 (81.7)	39 (78.0)	120 (80.0)	62 (77.5)	270 (79.41)
2	No	7 (11.7)	6 (12.0)	17 (11.3)	10 (12.5)	40 (11.76)
3	Do not know	4 (6.7)	5 (10.0)	13 (8.7)	8 (10.0)	30 (8.82)
Total		60 (100)	50 (100)	150 (100)	80 (100)	340 (100)

**Graph 7:** For problem solving, the employee sought other support from employers

- 98.3% of the respondents have good communication with other coworkers in GEMS, 96% of the respondents have good communication with other coworkers in KIMS, 97.3% of the respondents have good communication with other coworkers in RIMS, and 96.3% of the respondents have good communication with other coworkers in GMR.
- 95% of the respondents have friendship with coworkers in GEMS, 94% of the respondents have friendship with coworkers in KIMS, 94.7% of the respondents have friendship with coworkers in RIMS, and 92.5% of the respondents have friendship with coworkers in GMR.
- 21.7% of the respondents say that if any problem arisen from colleagues resigned and left the job in GEMS, 26% of the respondents say that if any problem arisen from colleagues resigned and left the job in KIMS, 22.7% of the respondents say that if any problem arisen from colleagues resigned and left the job in RIMS, and 25% of the respondents say that if any problem arise from colleagues resigned and left the job in GMR.
- 81.7% of the respondents say that there is a problem-solving facility for the employee sought other support from employers in GEMS, 78% of the respondents say that there is problem-solving facility for the employee sought other support from employers in KIMS, 80% of the respondents say that there is problem-solving facility for the employee sought other support from employers in RIMS, and 77.5% of

the respondents say that there is problem-solving facility for the employee sought other support from employers in GMR.

REFERENCES

- Encyclopedia Britannica, INC. The new Encyclopedia Britannica. 15th ed., Vol. 8. USA: Encyclopedia Britannica, INC 1998. p. 834-5.
- Craven R, Hirnle C. Nursing and Professionalism Defined Fundamentals of Nursing. 2nd ed. Philadelphia, PA: JB Lippincott Company; 1996. p. 12.
- Demissie A. Standards of Practice. Voice Nurs 2001;1:14.
- Ozanic I. Nursing in Ethiopia. Addis Ababa: Ethiopia nurses Association; 1961. p. 4.
- Marie CD. The Profession of Nursing Theory, Education, Practices. Fundamentals of Nursing. 1st ed.: JB Lippincott Company; 1992.
- Above EY, Bish SA, Hiegnanl. Nursing Practice Around the World: Nursing (midwifery): Health System Development Program. Geneva: WHO; 1997.

Cite this article: Choudary KK, Reddy KJNVN, Hemalatha N. Perception of Working Women in Hospitals toward Teamwork - An Empirical Study. Asian J Mult-Disciplinary Res. 2018;4(2):43-48.

Source of Support: Nil, **Conflict of Interest:** None declared.