



DOES LIFE SATISFACTION INFLUENCES WORK FAMILY CONFLICT AMONG NURSES WORKING IN TEACHING HOSPITALS IN ANAMBRA STATE

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Cite this article:

Chinwe J. E., Florence T. S. (2024), Does Life Satisfaction Influences Work Family Conflict among Nurses Working in Teaching Hospitals in Anambra State. African Journal of Health, Nursing and Midwifery 7(2), 105-114. DOI: 10.52589/AJHNM-9VHC0BGS

Manuscript History

Received: 28 Feb 2024

Accepted: 6 May 2024

Published: 13 Jun 2024

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ABSTRACT: *Life satisfaction has been shown to be a major factor influencing productivity across different categories of employees including health workers. Nurses encounter challenges of balancing their work and family life. They are also mindful of achieving satisfaction in various aspects of life. Understanding the relationship between work-family conflict and life satisfaction is crucial for creating a supportive and friendly work environment, which would enable the nurse lead a satisfied life. This study hence aimed at ascertaining the relationship between work-family conflict and life satisfaction among nurses. It is a cross-sectional survey conducted in Nnamdi Azikiwe University Teaching Hospital (NAUTH) and Chukwuemeka Odumegwu Ojukwu University Teaching Hospital (COOUTH) in Anambra State, Nigeria. A sample of 420 nurses was used for the study. The instruments for data collection included work-family conflict questionnaire and the satisfaction with life scale. The collected data was analysed using frequency, percentage, mean, standard deviation and Spearman correlation using the SPSS 25. Results showed that majority had life satisfaction (79.5%). There also was a positive relationship between life satisfaction and work-family conflict ($p < .001$). This study recommends that recruiting more nurses and implementing a flexible work arrangement in health facilities such as study leave, sufficient maternity leave, etc., which would help nurses cope while pursuing the various highpoints leading to higher life satisfaction.*

KEYWORDS: work-family conflict, life satisfaction, positive relationship, nurse, Nigeria



INTRODUCTION

Relationship between Work-Family Conflict and Life Satisfaction of Nurses in Teaching Hospitals in Anambra State, Nigeria

Life satisfaction has been shown to be a major factor influencing productivity across different categories of employees including health workers. Work and family roles are two important aspects of employee's life (Asiedu et al, 2017). Balance between the two spheres is part of everyday life for many workers across the globe (Asiedu et al, 2017; Bakar & Salleh, 2015) of which the health sector is not exempted. Gayathri et al 2022, found positive correlation between work and life satisfaction. Apparently, the work life is a significant domain for every worker; it provides that sense of accomplishment and overall fulfillment through opportunities for personal growth, financial stability and professional development. On the other hand, the family life is important for existence and it requires spending quality time with loved ones, nurturing relationships and being emotionally present for its growth and sustenance. Striking a balance between work and family life provides self fulfillment and life satisfaction that an employee requires to give his/her best at the workplace and home. Unfortunately, Work family balance is not easy to sustain in modern industrial societies due to the increasing demands at work and in family settings (A Rahim et al, 2022; Obrenovic, 2020). Individuals are asked to manage multiple roles simultaneously, allocating their resources between work and family (Fotiadis et al, 2019). Expectedly leading to conflict between ones work and family life which is detrimental to optimal productivity at the workplace and desired peace at home. Work-family conflict refers to the challenges individuals encounter when trying to balance the demands and pressures of their work and family responsibilities. It comes in different forms including time-based conflict which refers to when the time demand in either work or family role interferes in the time demanding the other role; strain-based conflict that involves when the strain from either work or family role hampers the outcome/output in the other role and behaviour-based conflict that concerns when the expected behaviour in either work or family role is carried over and into the other role (Carlson et al, 1995; Greenhaus & Beutell, 1985).

Work family conflict is a common issue among workers in today's fast-paced and highly demanding work environment. It refers to a situation where the demands and responsibilities from work roles and family roles are mutually incompatible (Bakar & Salleh, 2015; Voydanoff, 1988). This makes it difficult for the individual to cope as a result of the arising pressure from either work or family roles (Ogbogu 2013; Greenhaus & Beutell, 1985). In essence, the work-family conflict is said to occur when employees extend their efforts in satisfying their work demand at the expense of their family demands and their family demands at the expense of their work demands (Ogbogu, 2013). The different forms of work-family conflict include time-based conflict (when the time demand in either work or family role interferes in the time demand in the other role), strain-based conflict (when the strain from either work or family role hampers the outcome/output in the other role) and behaviour-based conflict (when the expected behavior in either work or family role is carried over and into the other role) (Carlson et al, 1995; Greenhaus & Beutell, 1985).

Life satisfaction refers to an individual overall assessment and perception of her life whether she is fulfilled or disappointed by her state of life at a point in time. (Sousa & Lyubomirsky, 2001), Ishola et al, 2018) Life satisfaction is an important aspect of psychological health and wellbeing covering relationships, health, work, personal achievements and overall happiness



(Mirfarhadi et al, 2012; Mind help, n.d). It was also divided into three aspects namely job satisfaction, family satisfaction and wellbeing satisfaction (Rashid et al, 2011).

The aim of this research is to relate work-family conflict and life satisfaction among nurses giving that they are uniquely characterized by work overload, tasking job schedule, emotional experiences and expectations of patients, inadequate management support, etc. (Wu et al, 2021; Kengatharan & Kunatilakam, 2020; Asiedu et al, 2017; Makola et al, 2015). This study which is an addition towards reducing the want of literature in the subject area would ascertain the level of life satisfaction among nurses in Anambra State, Nigeria, and how it relates with their level of work-family conflict.

METHODS

This study is a cross-sectional survey conducted in Anambra State, Southeast Nigeria in 2 teaching hospitals: Nnamdi Azikiwe University Teaching Hospital (NAUTH), Nnewi and Chukwuemeka Odumegwu Ojukwu University Teaching Hospital (COOUTH), Amaku, Awka. NAUTH has 18 clinics and 17 wards (35 Units) while COOUTH has 13 clinics and 16 wards (29 units). The population included all the 620 nurses in both institutions: 195 in COOUTH and 425 in NAUTH. A sample size of 420 was used for the study. The instrument for data collection included the work family conflict questionnaire by Carlson et al, 2000 and the life satisfaction with life scale (SWLS) questionnaires from Diener et al (1985). Face validity and content was done by experts. A pilot testing was done using 40 nurses in University of Nigeria Teaching Hospital Ituku-Ozalla. A reliability coefficient of ≥ 0.7 was obtained using the Cronbach Alpha. The ethical clearance was obtained from NAUTH, Nnewi. Questionnaires were distributed to the nurses in each unit in the teaching hospital using convenience sampling. Data collection lasted for three months. A sample size of 440 was reached, though only 420 was properly filled and hence utilized for the analysis. The collected data was captured electronically using Microsoft Excel while the SPSS 25 was used for the analysis. Frequency, percentage, mean and standard deviation were used summarise the data while Spearman correlation was used to ascertain relationships at 5% level of significance.



RESULT

**Table 1: Socio-demographic Characteristics of the Nurses
n = 420**

	Frequency	Percent	M±SD
Age (in years)			35.94±9.88
- ≤ 20	10	2.4	
- 21-30	131	31.2	
- 31-40	150	35.7	
- 41-50	90	21.4	
- 51-60	37	8.8	
- > 60	1	0.2	
- <i>No response</i>	1	0.2	
Gender			
- Male	56	13.3	
- Female	362	86.2	
- <i>No response</i>	2	0.5	
Ethnicity			
- Igbo	399	95.0	
- Hausa	5	1.2	
- Yoruba	6	1.4	
- Igala	2	0.5	
- <i>No response</i>	8	1.9	
Religious affiliation			
- Christianity	408	97.1	
- Islam	6	1.4	
- Tradition	3	0.7	
- <i>No response</i>	3	0.7	
Marital status			
- Single	105	25.0	
- Married	300	71.4	
- Widowed	7	1.7	
- Divorced	4	1.0	
- <i>No response</i>	4	1.0	
No. of children			
- None	123	29.3	
- 1	42	10.0	
- 2-4	201	47.9	
- 5 and above	52	12.4	
- <i>No response</i>	2	0.5	
If with children, who takes care of them while at work (n = 295)			
- My children are old enough	74	25.1	



-	My older child	46	15.6
-	My relatives/mother siblings	54	18.3
-	Maid	52	17.6
-	Creche/school	68	23.1
-	No response	1	0.3

Highest Educational Qualifications

	NAUTH	COOUTH	Frequency	Percent	
-	Diploma	60	51	111	26.4
-	BNSC	161	78	239	56.9
-	MSC	36	12	48	11.4
-	PhD	4	-	4	1.0
-	No response – 18			18	4.3

Statistics Used: Frequency, Percentage, Mean & Standard deviation

Table 1: presents the demographic characteristics of the nurses. Their age mean and standard deviation was 35.94 ± 9.88 and their modal age group 31-40 years (35.7%). Most of them are female (86.2%), almost all were Igbos (95.0%) Christian (97.1%). Many were married (71.4%), majority having 2-4 children (47.9%) who are old enough to care for themselves (25.1%) or being taken care in a crèche/school (23.1%) while at work. Majority had BNSC qualification (56.9%) and Diploma certificate (26.9%).

Table 2: Level of Nurses' Life Satisfaction

n = 420

	SD	D	SLD	NAD	SLA	A	SA	M±SD
In most ways, my life is close to my ideal	22	23	16	44	79	198	38	5.10±1.55
The conditions of my life are excellent	5	23	38	46	92	165	51	5.13±1.42
I am satisfied with my life	8	16	32	35	66	203	60	5.34±1.41
So far, I have gotten the important things I want in life	13	53	37	50	80	143	44	4.75±1.68
If I could live my life over, I would change almost nothing	31	56	42	56	69	123	43	4.47±1.83
Overall life satisfaction scale								4.96±1.19
Overall life satisfaction scale grouped	Frequency							Percent
-	Extremely dissatisfied (score 5-9)	4						1.0
-	Dissatisfied (score 10-14)	20						4.8
-	Slightly dissatisfied (score 15-19)	62						14.8
-	Slightly satisfied (score 20-24)	93						22.1
-	Satisfied (score 25-29)	127						30.2
-	Extremely satisfied (score 30-35)	114						27.1

Item with mean (M) > 4.0 represents the respondents' condition; Statistics used: Mean, Standard deviation, Frequency & Percentage

From Table 2, majority of the nurses were satisfied with their life (57.3%), extremely satisfied (27.1%) and satisfied (30.2%). Slightly satisfied (22.1%), slightly dissatisfied (14.8%) while 5.8% were dissatisfied and extremely dissatisfied. Their life satisfaction was



mainly expressed in these: ‘I am satisfied with my life’ (5.34 ± 1.41). ‘The conditions of my life are excellent’ (5.13 ± 1.42) and ‘In most ways, my life is close to my ideal’ (5.10 ± 1.55).

Table 3: Level of Nurses Work family conflict

n = 420

	SD	D	NAD	A	SA	M±SD
My work schedule often interfere with my family life	45	92	43	183	57	3.27±1.25
After work, I come home too tired to do some of the things I would like to do	13	36	40	227	104	3.89±0.98
On the job I have so much work to do that it takes away from my personal interest	30	86	92	169	43	3.26±1.11
Because my work is so demanding at times I am irritable at home	33	129	62	151	45	3.11±1.18
The demand of my job make it difficult to be relaxed all the time at home	31	106	74	162	47	3.21±1.16
My work takes up time that I would like to spend with my family	39	83	66	152	80	3.36±1.25
Due to work-related duties, I frequently have to make changes to my personal plan	12	41	57	231	79	3.77±0.96
The amount of time my job takes up makes it difficult to fulfill family responsibility	27	108	72	148	65	3.28±1.19
Overall work-family conflict						3.39±0.77
Overall work-family conflict grouped			Frequency			Percent
- High (mean WFC score > 3.0)			285			67.9
- Low (mean WFC score ≤ 3.0)			135			32.1

Item with mean (M) > 3.0 represents the respondents' condition; Statistics used: Mean, Standard deviation, Frequency & Percentage

Table 3: presents the results on the work-family conflict level among the nurses. Using mean and standard deviation of scaled data, the two most experienced forms of conflict among them were that ‘After work, I come home too tired to do some of the things I would like to do’ (3.89 ± 0.98) and ‘due to work-related duties, I frequently have to make changes to my personal plan’ (3.77 ± 0.96). The overall work-family conflict mean and standard deviation is (3.39 ± 0.77). Majority of the nurses experienced high level of work-family conflict (67.9%).

Table 4: Relating Life Satisfaction and the Nurses' Marital Status, Educational Qualification and No. of Children

	Life Satisfaction			Statistics	p-value
	Dissatisfied	Satisfied	Total		
Marital status				4.519 ^f	.168
- Single	25(23.8)	80(76.2)	105		
- Married	58(19.3)	242(80.7)	300		
- Widowed	0(0.0)	7(100.0)	7		
- Divorced	2(50.0)	2(50.0)	4		
Educational qualification				1.864 ^f	.589
- Diploma	25(22.5)	86(77.5)	111		



-	BNSC	45(18.8)	194(81.2)	239		
-	MSC	12(25.0)	36(75.0)	48		
-	PhD	0(0.0)	4(100.0)	4		
No. of children					4.126 ^c	.248
-	None	29(23.6)	94(76.4)	123		
-	1	9(21.4)	33(78.6)	42		
-	2-4	33(16.4)	168(83.6)	201		
-	5 and above	14(26.9)	38(73.1)	52		

Statistics used: *c* represents Chi-Square and *f* represents Fishers exact test; extremely dissatisfied, dissatisfied & slightly dissatisfied were merged as dissatisfied while extremely satisfied, satisfied & slightly satisfied were merged as satisfied

There is no significant relationship between life satisfaction and the nurses' marital status ($p = .168$), educational qualification ($p = .589$) and number of children ($p = .248$). The nurses' life satisfaction was not dependent on their marital status, educational qualification and number of children.

Table 5: Relationship of work family conflict and life satisfaction

	M±SD	Spearman Correlation	p-value
Work Family Conflict	3.39±0.77	-	-
Life Satisfaction	4.96±1.19	.186	< .001

Statistics Used: Spearman Correlation

Results in Table 5: shows there was a positive significant relationship between life satisfaction and level of work-family conflict ($r = .186$, $p < .001$). Nurses with higher life satisfaction were associated more with the work-family conflict and vice versa.

DISCUSSION

The findings of this study showed a high level of life satisfaction among nurses. The finding is in agreement with Mirfarhadi et al, 2013, which reported that 81.9% of nursing staff were satisfied and 18.1% were dissatisfied. Specifically, majority of the nurses were satisfied with their lives, their life's conditions were excellent and their lives were close to their ideal. Life satisfaction makes up an important element of individual wellbeing and often desired by every individual or society. A nurse would have various goals and these goals provide structure and assist the nurse in understanding and giving purpose to life. This way, the nurse set their goals and strives to achieve it. Satisfaction in a person's life will be achieved when the desired goals are achieved such as wanting a harmonious family, achieving ambitions and earning a lucrative income. Therefore nurses will work hard, find a way and overcome obstacles by directional thinking to achieve goals that had been set in the home and at the workplace.



The study also found that there is high level of work family conflict (67.9%) among nurses working at the tertiary health facilities in Anambra State. It indicates that work interference with family roles or responsibilities is high among nurses. This findings on the level of work family conflict among nurses is in line with the findings of Zandian et al (2020), a cross-sectional study among nurses in teaching hospitals in Iran, showed a total of 93% of participants experienced moderate or high levels of work family conflict.

Furthermore, the research found that work-family conflict and life satisfaction are positively related. This is in line with findings reported by Gayathri et al, 2022 and Mokhtar et al, 2021. However our finding is contrary to the negative relationship reported by Ishiola et al, 2018 and Yucel, 2017. This implies that as the nurses desire to reach their individual goals especially in their profession thus to increase their life satisfaction, their work-family conflict likewise increases. Many nurses strive to achieve goals such as having a harmonious family, earning a lucrative income and attaining a greater height in the profession in the areas of working in the facilities, enrolling in postgraduate studies, enrolling for specialty programs and courses, attending seminars and workshops. It will be impossible for such nurse to pursue achieving these goals, which in most cases is done simultaneously and towards achieving higher life satisfaction and not experience higher work-family conflict. In other words, that pursuit to gain higher life satisfaction will only increase work schedule interfering with family life, increase the coming home and being too tired to do some of the things planned earlier, increase work taking time meant to be spent with family, increase the frequency of making changes in personal plans, etc. thus increasing work-family conflict.

Our study findings revealed that marital status, level of education and number of children are not statistically significantly associated with the level of life satisfaction among the nurses. This finding contradicts a previous findings by (Ahn, 2020), that study found that having more education is associated with greater life satisfaction around the world, when levels of education were the only independent variable. Also the findings of Angeles (2010) revealed that having children has a positive effect on life satisfaction and life satisfaction increases with the number of children.

CONCLUSION

The findings of this study showed that the level of life satisfaction among nurses was high, and was positively related with their level of work-family conflict. Life satisfaction has a positive effect on work family conflict among nurses in view of the fact that as nurses tend to achieve goals in their lives, families and career to maximize life satisfaction, work family conflict increases.

RECOMMENDATION

This study recommends recruiting more nurses and implementing a flexible woarrangement in health facilities such as study leave, sufficient maternity leave, etc., which would help nurses cope while pursuing the various highpoints of life.



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