
Work life balance and career plans of female dentist entrepreneurs

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Abstract: Work-life balance is a significant constituent of a healthy workplace. Keeping up work-life balance lessens the pressure and forestalls burnout in the working environment. The objective of the study is to know the impact of work-life balance on success criteria and family issues. In spite of the fact that finding a work-life balance as a dental specialist is troublesome, it altogether impacts general satisfaction, so the significance of discovering this parity couldn't be more important. The personal family issues and the thrive to go forward in their career is highly influenced by the kind of balance they have between job and personal life. Descriptive research is used in the study and the study is focused on 67 female dentists. Work life balance affects the personal issues faced rather than the success criteria of female dentists. Based on the results, implementations are suggested for the female dentists to overcome the challenges and acquire balanced work life.

Keywords: work life balance, work spillover home, home spillover work, success criteria and family issues

INTRODUCTION

Work-life balance is a term which represents the possibility that you need time for both work and different aspects of life, regardless of whether those are family-related or individual-related. Work-life balance is an effective issue because of the expanded measure of innovation that eliminates the significance of the physical area in distinguishing the work-life balance. It is not an easy task to accomplish work-life balance in this present unusual and relentless business world. As we become progressively more associated through innovation and web-based media, it is turning out to be increasingly harder to isolate work from our own lives. Keeping up a sound work-life balance isn't just significant for healthy life; however, it can also improve your worker's profitability, and eventually execution.

Work-life balance plays a significant part in a healthy workplace. Keeping up work-life balance reduces pressure and forestalls burnout in the working environment. Ceaseless pressure is one of the most well-known medical problems in the working environment. It can prompt physical outcomes, for example, hypertension, chronic aches and heart issues. Incessant pressure can likewise adversely affect psychological wellness since it's connected to a danger of unhappiness, uneasiness and a sleeping disorder. An excessive amount of worry over an extensive stretch of time prompts working environment burnout.

As a dental specialist, they wind up struggling between quiet consideration, bookkeeping, advertising, enrolling, etc. These stressors can negatively affect their own life, essentially restricting the measure of spare time doing things they love. In spite of the fact that finding a work-life balance as a dental specialist is troublesome, it altogether impacts general satisfaction, so the significance of discovering this parity couldn't be more important. Dentistry positions are high in the World Report's "Best Jobs", based on middle pay, feeling of anxiety, work-life balance, and so forth. With regards to having the ideal work/life balance, numerous dental specialists, particularly female dental specialists, have gone to non-conventional planning choices to satisfy their professional objectives while likewise keeping an eye on obligations outside of work. Rather than working five days every week, ladies presently have the chance to work low maintenance and still make progress in their dental vocation. As a dentist there is a lot of groundwork before doing the actual work, for example: CPD hours where it cannot be done magically by themselves, they need to do a background reading and scans to verify.

Numerous dental specialists are suffering from the obligations related with training possession. They end up investing definitely more energy than they ever foreseen maintaining a business instead of clinically thinking about their patients. A 40-hour work week turns into an unrealistic fantasy in light of the fact that a dental specialist's timetable and commitments require considerably more time than that, particularly if that dentist is undergoing practice. Our research idea is based on the rich knowledge acquired by our peer teams across the university.(A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiq, Rajeshkumar, 2020; Danda et al., 2009; Danda and Ravi, 2011; Dua et al., 2019; Ezhilarasan et al., 2019; Krishnan and Chary, 2015; Manivannan,

I., Ranganathan, S., Gopalakannan, S. et al., 2018; Narayanan et al., 2012, 2009; Neelakantan et al., 2013, 2011; Neelakantan and Sharma, 2015; Panchal et al., 2019; Prasanna et al., 2011; Priya S et al., 2009; Rajeshkumar et al., 2019; Ramadurai et al., 2019; Ramakrishnan et al., 2019; Ramesh et al., 2016; Venugopalan et al., 2014). The objective of the study is to examine the relationship between work life balance, success criteria and family issues.

REVIEW OF LITERATURE

(Tausig and Fenwick, 2001) have made a study on alternative work routines and work life balance. They examined the impact of alternative work routines on work-life balance and the possibility that alternative work schedules affect the work-life imbalance. The result shows that alternative schedules do not unbind time. A well planned work schedule will increase the work-life balance of both family and work qualities. The family attributes predicting imbalance is being a parent and work characteristics are predicted by the hours worked. Controlling the work hours will help the women and part time workers to be aware of the imbalance. It is also said that once the schedule is controlled it improves work-life balance and removes the need for schedule alternatives.

(Guest, 2002) has studied the perspective of work life balance. This article reviews the aspects of parts of contemporary hypothesis and assessment on work-life balance. It begins by examining the importance of work life balance and why it is considered as an important topic for research in some countries. It also concentrates on balance and its suggestions for the investigation of the connection among work and home life. This exploration plots the causes, nature and the consequences of work life balance. And the topic is finally linked to the theoretical and conceptual issues relevant to research in Europe.

(Tahir et al., 2014) have studied the factors which hinder female dentists in pursuing their career. The research states that there is an increase in the rate of population in Pakistan and as well a decrease in the rate of dentists. Currently the ratio of dentists is 1:16426 of the population. And another factor which is to be considered is the dropouts from the profession. Many female doctors have joined initially and dropped out later whereas male students study and practice their profession. The Pakistan government spends 7500 dollars on educating the dentist. It is actually considered as a loss because most of the female dentists consider themselves as a designated person for homemakers so they are not able to concentrate on both the work and family. So they eventually drop out from their profession at a rate of twice that of men.

(Rajeh et al., 2014) have made a study on the female dentist's professional lives and concerns. This research states that there is a consistent increase in the number of female dentists. This study gives us insight into the issues and the concerns that influence the work characteristics of female dentists. They used quantitative description methodology to guide the study. This research was made on six female dentists from the dental clinics of Montreal in General hospital. There is much research which says that there is gender disparity existing in the choice of specialization, practice patterns and professional attitudes. The outcome of this study states that the female dentist faces challenges in balancing both work and family responsibility. The relationship between work and family is more important for a female dentist which is to be considered as an important factor.

(Davidson et al., 2012) have made a research on work-family balance, challenges and strategies. The research states that the number of women entering the orthodontic field has increased dramatically. The study identified the issues faced by female orthodontists in Canada and strategies they do to achieve work-life balance. It was a quantitative study. Work-life balance has been investigated all the more habitually in the clinical field. In any case, in spite of some basic contrasts, matches between these 2 professions exist. This study was made on 13 Canadian female orthodontists through telephonic interviews. The results show that there is conflict between work and family life which affects the work life balance. The orthodontist says that according to them balance is having fulfillment and satisfaction in both their family life and professional life. The study also states the explicit difficulties of accomplishing a work family balance that are special to orthodontic practice and methodologies to overcome. The result of this study can also be applied to other specialties in dentistry.

(Doble and Supriya, 2010) has made a study on Gender differences and their impact on work-life balance. This study addresses the work-life balance across gender. Both men and women face challenges in achieving work-life balance. Organizations providing better work environments to their employees will enhance their work-life balance. It also states that Indian organizations are providing some initiatives like flexible work time, work schedules and child care facilities which will help the employees to improve work-life balance. These initiatives are also similar to other countries. Despite having these facilities, the respondents suffer from the imbalanced work-life. These initiatives will definitely provide a better workplace for the employees and make work more meaningful.

(Sandhya, 2017) has made a Study on female Dentists, work family challenges and strategies. The main objective of this research is to identify the issues that Indian female dentists face and strategies they adapt to achieve work-family balance. Questionnaire was designed to collect information from female dentists. It was given to 250 female dentists out of which 26% responded. The questionnaire was designed based on five categories: success criteria, decision making, self-care, family issues and maternal issues. The survey result revealed that there is conflict between managing work and family duties.

(Mone et al., 2019) made a study on work-life balance of female doctors in Bangladesh. As a woman in every field

you have to take care of both the work and family, in this research it says that despite achieving success in work this will not minimize the duties of their family. This research concentrates on the female dentist of Bangladesh about prevailing work-life Balance. It also concentrates on the factors responsible for work-life imbalance and comes up with solutions to achieve healthy work life balance. Female doctors from six different divisions employed at several renowned hospitals in Bangladesh were surveyed. The findings of the research where sociology demographic characteristics of participants and three themes emerged out of the research. Theme one about participants emotions and views about profession expectation versus reality. It states that this profession was chosen for several reasons like their parents' influence, job security, considered as a notable profession and also considered as a better matrimonial acceptance for future marriage.

(Pallavi and Rajkumar, 2011) reviewed the professional careers of female dentists using the medline database, scholarly literature and informal literature. In this review it is shown that the working hours of the female dentists reduce significantly from their male counterparts, once they have children. it also reveals that women are more prone to take breaks from their careers. This manifests due to the societal view of women as the primary caregiver of the family. they concluded that efforts should be made to identify and reduce barriers to women's achievement in dentistry.

(Padmapriya, 2019)studied the awareness of ergonomics in dentistry among dental practitioners and post graduates in Chennai city. Dentists are more susceptible to physical and mental stress which can be considerable by knowing the ergonomics of the field. The study was a cross sectional survey conducted among 208 dental practitioners and post graduates in Chennai with a questionnaire that contained 39 multiple choice questions. The answers were collected, recorded and scored. After scoring the assessment showed that 20.2% of the study population had good awareness, 68.3 % scored fair and 11.5% scored poorly. 64.4% of the population felt that the knowledge of ergonomic principle is insufficient in their curriculum. The study concluded that the knowledge about ergonomics is low among practitioners and that efforts should be made to include basic ergonomics in daily practice.

(Sundaresan, 2014)has studied the work-life balance and implications for working women. Work-life balance plays an important role especially for working women. Working women will have to do two jobs one is at the office and other at the house. They also found that there is conflict because of doing office work at home. If they have to shine in one environment, they need to sacrifice the other one. This research states the factors, Affecting work life balance among working women and what are consequences of poor work life balance. Questionnaires were given to 125 female workers in Bangladesh city and most of them feel difficulty in balancing work and family. The discoveries have suggestions for working women and give experiences into discovering answers for keep up solid work life balance job investigation model and three factor model have been created to empower working women settle the conflict caused because of helpless work life balance.The result can be a solution to balanced work-life.

(De Wet et al., 1997)has made a study on work schedules of male and female dentists in South Africa . It states that according to other studies the working hours of female dentists are the same from the working hours of male dentists unless they have children. The objective of this study is to check whether this is also prevailing in South Africa and to compare the working schedules despite the nature of practice, location of practice, work satisfaction and breadwinner status. The survey was done to 285 female dentists, selected by their first name in the SAMDC (south African medical and dental council) register. And the same was sent to male dentist selected according to the proportional random sampling technique. Total response of the survey was 35. 8 per cent. There is a visible dropout of female dentists after having a family than male dentists. The fact also states that so many more male dentists than female dentists are primarily breadwinners, explains why such a high percentage of female dentists can afford to work part time. Most of the male and female dentists work in private clinics. And a considerably large percentage of female dentists work in state clinics and universities for more pay. The study also states that gender, breadwinner status and the presence and having children have influenced the working schedules of South African dentists.

(Anuradha and Pandey, 2016) has made a study on the impact of work life balance and job satisfaction of female doctors. The objective of this study is to understand the difference between the work life balance of female doctors of different age groups. And also to understand the influence of work-life Balance on job satisfaction.Work-life balance is the serious issue in the existence of working ladies. The examination covers work-life balance of women specialists of private emergency hospitals of Jharkhand. Regression analysis and ANOVA Test have been used to test the relationship between the variables. The study has found that work-life balance has a positive impact on job satisfaction.

(Chandra, 2012)made a comparative study on eastern and western perspectives of work-life balance based on (1) literature review (2) secondary data on working hours and parental leave on different countries (3) WLB policies and practices of 25 large firms of both western and eastern origins (4) WLB ratings across companies (5) informal semistructured interviews with HR Heads of 50 multinational companies and 50 Indian companies. The study revealed that in Asian countries gender played an important role in one's perception towards WLB. It also states that American and European countries rank higher than Indian companies as they give more attention to work life

balance. The study concludes that the American and European countries have fewer working hours and more general parental leave than their Asian counterparts.

RESEARCH METHODOLOGY

Data was collected using survey - questionnaire method. The questionnaire was framed by the researchers with 5 point likert scale type. The questionnaire with demographic profile and statements regarding work-life balance was circulated among female dentists. The responses from 67 dentists were usable. Collected data was analyzed using frequency, mean and regression. Regression analysis is used to identify the success criteria and family issues in work-life balance. The profile of the respondents considered in the study are represented through the following pie charts.

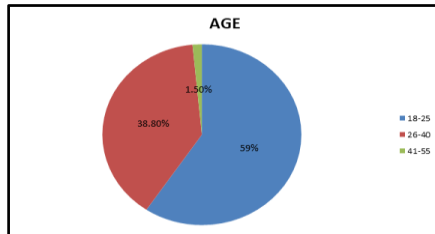


Fig.1: The pie chart depicts the age group of the respondents. The chart clarifies that the majority of the respondents are of the age group between 18- 25 years (59.7%) followed by 26-40 years old (38.8%) and 41-55 years old (1.5%).

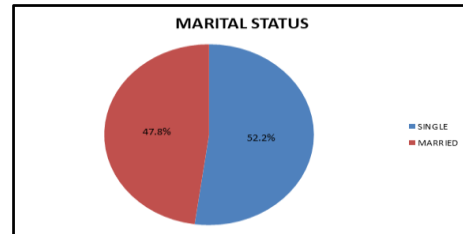


Fig.2: The pie chart indicates the percentage of marital status of the respondents. the chart depicts that the majority of the respondents are single (52.2%) and the remaining are married (47.8%).

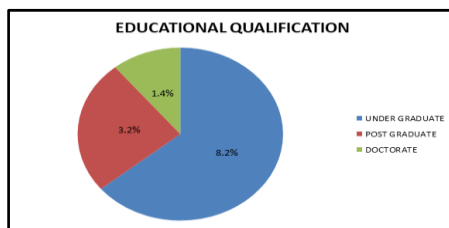


Fig.3: The pie chart indicates the percentage of education qualification of the respondents. majority of the respondents hold a postgraduate degree (59.7%) followed by undergraduate degree (38.8%) and doctorate degree (1.5%).

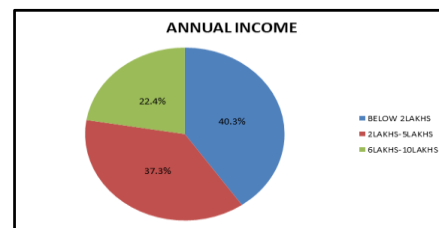


Fig.4: The pie chart indicates the percentage of annual income of the respondents. The chart depicts that the majority of the respondents earn below 2 lakhs (40.3%) followed by Rs 2 lakhs - 5 lakhs (37.3%) and remaining respondents earn between 6 lakhs and 10 lakhs (22.4%).

DATA ANALYSIS

The data is analysed using IBM SPSS version 23. Multiple linear regression analysis is used to test the proposed model. The first analysis is performed with success criteria as the dependent variable and in the second test, family issues is the dependent variable. The dimensions of work life balance are work spillover home, work life balance, personal life spillover work.

RESULTS

Dependent variable: Success criteria.

Independent Variables: work life balance, work spillover home, personal life spillover work

Table 1: Coefficient Values of IV With DV: Success Criteria

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.584	.370		-1.577	.120
	Work life balance	.219	.088	.199	2.507	.015
	Work spillover home	.338	.090	.310	3.766	.000
	Personal life spillover work	.640	.093	.564	6.898	.000

The R value represents the simple correlation and the value is 0.791. The R square value is 0.628 which indicates 62.8% of variance in dependent variable can be explained by independent variables. The variance in success criteria is explained 62.8% by work life balance, personal life spillover work and work spillover home. The table 1 indicates the coefficient values of the regression model. The results depict that work spillover home, work life balance and personal life spillover work are significant positive predictors of success criteria.

Dependent variable: Family issue

Independent variable: work life balance, work spillover home, personal life spillover work.

Table 2: Coefficient Values Of IV With DV: Family Issues

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.195	.441		-.442	.660
	Work life balance	.095	.104	.084	.907	.368
	Work spillover home	.479	.107	.430	4.481	.000
	Personal life spillover work	.471	.111	.405	4.258	.000

The R value represents the simple correlation and the value is 0.701. The adjusted R square value is 0.492 which indicates that 49.2% of variance in dependent variable is explained by independent variables. The variance in perception of handling family issues is 49.2% explained by work spillover home and home spillover work. The table 2 indicates the regression coefficient values and its significance. The results prove that work spillover home (0.430) and personal life spillover work (0.405) have positive linear relationship with the Family issue. Work life balance does not affect the family issues.

The results suggest that work life balance affects the perception towards success criteria of dentist doctors. The work done by (Al-Junaid et al., 2017), has also concluded that career satisfaction is greatly affected by the work life balance implemented in their life. The result of the second model proves that the perception of dentist doctors handling family issues is affected by work life balance. Similar results were obtained by (Soma et al., 2012), were the author has proved that family life gets affected by the level of work life balance maintained by the doctors.

CONCLUSION

The study was conducted to understand the effect of work life balance on success criteria and family issues of female dentists. The increasing number of women in the field of dentistry makes the issue of balancing the work and family life increasingly relevant. This research describes the experience of female dentists and how they balance the work and family life. It is found that, personal life spillover home is the major concern of the dentists in the place of success criteria than other factors. And it is also found that work spillover home is the major concern for dentists in the place of family issue. The work life balance of female dentists cannot affect the success criteria and family issue if the personal life spillover home and work spillover home are taken care of.

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