

# A Descriptive Study to Assess the Effectiveness of Arrangement of Working Time on Practice & Preparation of Competitive Exams with Working Time Among Staff Nurses and Tutors of Nursing Colleges & Hospitals at Indore (MP)

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## ABSTRACT

### BACKGROUND

Competitive exams are pursuable to all Indian nurses as staff nurses, clinical instructors, or in educational sectors. Subsequently, working time also plays a huge role in every Indian, especially in nursing professionals. Nursing staff and tutors have to maintain peacefulness in their working are mean job field and on the other hand keep time for preparing for career upgrades. Poor time management in the health care system has a significant effect on an individual such as imbalance, job dissatisfaction, work ineffectiveness, and finally poor productivity of the organization and individuals.

**Aim:** The main aim of the study was to determine the time management skills among staff nurses and nursing tutors. Balancing working hours and preparation for competitive exams.

### Objectives:

- To assess the requirement for arranging the working time among staff nurses.
- To assess the requirements for arranging the working time among faculties at nursing colleges.
- To associate the effectiveness of the arrangement of work time on practice & preparation with selected time management factors.
- To assess the usefulness of working time arrangements among those who are preparing for competitive exams.

**Design:** This study was used a cross-sectional survey design was adopted for the study.

**Setting:** Nursing staff elected from SAIMS Hospital and Sciences and Tutors from IIMS College of Nursing.

**Participants:** A total of 60 samples, 30 nursing staff and 30 nursing tutors fulfilling the inclusion criteria were by non-probability convenient sampling technique.

**Methodology:** Facility-based the tool consisted of two subsections, section-I- demographic data, and section-II – Likert scale rating according to the time management sheet. According to different shifts of nursing staff, and constant timings of tutors. The average time taken by the participants to fill the rating scale was 20-25min.

**Results:** A total of 60 employees participated in the study, with a response rate of 94.8%. The results showed that the overall majority of nursing staff, 47%, arranged their working times properly with the working timings, 45% of tutors arranged along with the working timings, and a smaller number of 8% of participants did not properly arrange their timings, as measured in a Likert scale.

**Conclusion:** In conclusion, including all the above findings with many factors, major participation arranging their timings for preparing the competitive exams along with working timings but, mainly the results can describe the staff nurses having more time than nursing tutors for preparing competitive exams. Due to the timings of work staff nurses have 6 hours of working time and the nursing staff has 8 hours times for work. Even not very much difference in managing of timings for preparation for both participants.

**Keywords:** arranging timings, competitive exams, staff nurses, and tutors.

### **Introduction:**

Competitive exams are pursuable to all Indian nurses either as staff nurses, clinical instructors, or in educational sectors. Subsequently, working time also plays a huge role in every Indian, especially in nursing professionals. In nursing staff and tutors have to maintain peacefulness in their working are mean job field and on the other hand maintain a time for preparing for career upgrade. Poor time management in the health care system has a significant effect on an individual such as imbalance, job dissatisfaction, work ineffectiveness, and finally poor productivity of the organization and individuals.

In India for competitive exams preparation meant a responsible task for each individual. Preferably, government and central government sectors postings is great achievement to serve the people and society. In nursing professionals to develop a skill along with clinical performances. So, in central government entrance exams inserted all kind of knowledge related questions and general knowledge and language grip.

Different factors could affect time management practices. These factors are personal factors like procrastination habits, punctuality and time waster, organizational factors like organizational policy, performance appraisal, work environment, compensation to benefit promotion or recognition, and employee performance-related factors like planning experience, responsibility, and implementation. Other socio-demographic factors such as age, profession, marital status, educational status, salary, experience, and sex have also been considered as associated factors. In addition, administrative and managerial barriers are common issues that affect time management up 96.8% of the total. The factors associated with time management practice are summarized in the conceptual framework.

### **Time management practice**

#### **Socio-demographic factors**

- Age
- Sex
- Marital status
- Profession
- Educational status
- Salary
- Work experience

**Employee performance**

- Planning
- Implementation
- Responsibility

**Organizational factors/ institutional factors**

- Organization/institutions policy (strategy)
- Work environment
- Compensation or benefit
- Working hours or timings
- Performance appraisal

**Personal factors**

- Time waster
- Procrastination
- Punctuality
- Preparation hours/ timings

Health center employees are among the most vital resources of the health care delivery system; a committed health center employee has great importance for an organization and population. The better quality of health care resulting from a punctual and committed health workforce could benefit the individual patient and the community at large. TMP (time management practice) in every organization particularly health system organization is still the neglected problem which is the bottleneck for the success of employees.

Even though there is allotted a particular duration of the period for contributing towards work as well as career preparation the main role of everyone throughout the country educative.

**Statement of problem:**

A descriptive study to assess the effectiveness of arrangement of working time on practice & preparation of competitive exams with working time among staff nurses and tutors of nursing colleges & hospitals at Indore (MP).”

**Objectives:**

- To assess the need for arranging the working time among staff nurses.
- To assess the need for arranging the working time among faculties at nursing colleges.
- To associate the effectiveness of the arrangement of work time on practice & preparation with selected demographic variables.
- To assess the usefulness of working time arrangements among those who are preparing for competitive exams.

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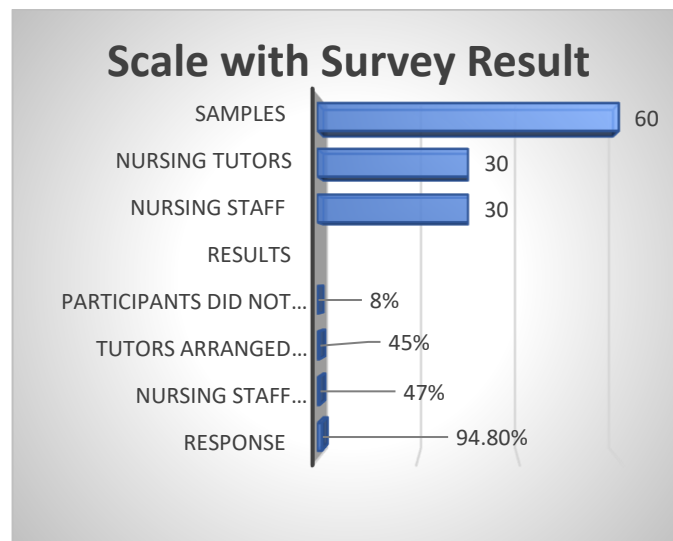
**Participants:** A total of 60 samples, 30 nursing staff and 30 nursing tutors fulfilling the inclusion criteria were by non-probability convenient sampling technique.

**Methodology:** Facility-based tools consisted of two subsections, section-I- demographic data, and section-II – Likert scale rating according to the time management sheet section- III personal factors. According to different shifts of nursing staff, and constant timings of tutors. The average time taken by the participants to fill the rating scale was 20-25min.

The methodology of the research includes the steps, procedures, and strategies for gathering and analyzing data in research design, variables, setting of the study, population, sample, sample size, sampling technique, criteria of sample selection, development, and description of the tool, content validity and reliability of the tool, ethical considerations, data collection procedure and plan for statistical data analysis.

**Results:** A total of 60 employees participated in the study with a response rate of 94.8%. the result showed that overall, the majority of nursing staff 47% arranged their working times properly with the timings, 45 % of tutors arranged along with the working timings, and a smaller number 8% of participants did not properly arrange timings measured in the Likert scale.

The nursing staff doing 6 hours of duty, and the tutors have 8-hour timings so, for the arranging of preparative timings properly for staff nurses the tutors have very less timings. The results of the staff nurses getting early opportunities.



**Discussion**

This study was conducted on account of a survey design and a cross-sectional design was adopted. In the analysis of the survey most employees showed an interest in cooperating with researchers and active participation was found in the maximum employee response rate of 94.8% followed by the random sample technique from both types of participants. The working timing is arranged properly for staff nurses 47%, the nursing tutors arranged with 45%, and a smaller number 8% of participants were unable to contribute.

The data analyzed based on major considerations are from socio-demographic variables, Employee performance, Organizational factors/ institutional factors, and Personal factors.

**Inclusion criteria**

This study demands only nursing staff nurses from organizations those are having the BSc qualification

and from the College of Nursing BSc nursing qualified faculty.

### Exclusive criteria

Based on this study, those are having GNM and MSc qualifications and professors, associate professors, and other faculties are excluded from this study.

### Conclusion

Based on the findings from this study, we would conclude that arranging working timings along spend time for practice and preparation of competitive exams in the nursing field is not a small task to achieve the individual goal. In addition, both areas have unavoidable responsibilities to follow for staff nurses and tutors. Moreover, both types of management and spending quality contributions are appreciable.

### References

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7. **Time Management Tips for New Nurses**” is a video lesson highlighting techniques for nurse time management in different settings.
8. This Time Management tool kit includes a collection of articles, infographics, videos, and self-assessments, all focused on techniques for improving time management.
9. The article “**18 Time Management Tips, Strategies, and Quick Wins to Get Your Best Work Done**” describes specific techniques nurses can use to stay organized and use their time efficiently, such as the “Eat the Frog” strategy and the Pareto principle.
10. “**Modeling and Evaluation of Clustering Patient Care Into Bubbles**” describes research that explores models for efficiently clustering patient care.