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Notice for the PhD Viva Voce Examination

Ms Radhika R Kamath, Registration Number: 1980171, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Monday, 27 July 2026 at 11.00 am in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis : **Influence of Disengagement and Work-Family Conflict on Caring Behaviour: Role of Burnout and Perceived Organisation Support**

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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar

Place: Bengaluru
Date: 07 July 2026

ABSTRACT

The nursing workforce remains among the most highly burned-out groups across the healthcare sector. The critical care nurses, in particular, experience a greater level of disengagement due to insufficient personal protective equipment, being short-staffed, poor management, and limited resources. This fosters a sense of detachment amongst the nurses, mainly through reduced respect, limited professional development opportunities, restricted autonomy, and reduced decision-making authority.

Nurses are equally exhausted due to work and family responsibilities, which results in increased work-family conflict. This intensifies both interpersonal and intrapersonal conflict in the organisation and places additional pressure on employees to manage multiple role demands. When they attempt to balance between professional and family obligations, it may negatively affect both organisational and individual outcomes. The daunting challenges faced by nurses lead to burnout and, in turn, have an effect on their caring behaviours towards patients. This can subsequently have an impact on the organisation's reputation. It is understood that, for the employees to be successful and efficient, organisational support becomes essential. Perceived Organisational Support increases employees' sense of obligation to contribute to organisational goals. It is also meant to strengthen their affective commitment to the organisation and reinforce their expectation that improved performance will be acknowledged and rewarded.

This research helped in learning the effect of occupational and role demands among nurses working in the Intensive Care Units, and their impact on caring behaviours towards patients. The study integrated the Job-Demands- Resources Theory, Role Theory, Watson's theory of Human Caring, Burnout Theory and also the Social Exchange Theory, which helped in developing a theoretical foundation. 882 nurses working in the ICU division with a minimum experience of six months were a part of this study, for which a quantitative cross-sectional approach was adopted. Validated instruments were used to collect feedback from the ICU nurses. Statistical analysis was performed using the collected data. Partial Least Squares Structural Equation Modelling (PLS-SEM) was utilised for testing the proposed hypothesis. Outcomes indicated significant relationships associated with the exogenous and endogenous variables, while burnout functioned as a key explanatory mechanism and organisational support as a buffering effect. The model exhibited satisfactory explained variance and predictive ability for endogenous constructs. The study highlights the importance of addressing the structural workplace demands and strengthening organisational support to enhance professional wellbeing and to provide quality care towards their patients.

Keywords: Disengagement, Burnout, Work-family conflict, Caring behavior, Perceived Organisation Support, Intensive Care Unit

Publications:

1. **Radhika R Kamath**, Arti Arun Kumar, Vinita Seshadri. Exploring the Impact of Disengagement on the Burnout Among ICU Nurses of Indian Private Hospitals: The Influence of Perceived Organization Support - Scopus ID: 59415797400, Part of the book chapter: Studies in Big Data ((SBD,volume 158))
2. **Radhika R Kamath**, Arti Arun Kumar, Sonia Mathew. Exploring the Effect of Work-Family Conflict on Burnout Among ICU Nurses in Indian Private Hospitals: The Influence of Perceived Organization Support Scopus EID: 2-s2.0-105002038265, Part of the book chapter: Studies in Big Data ((SBD,volume 164))