

## WORK-LIFE ENHANCEMENT: APPROPRIATE MIX BETWEEN RESOURCES AND DEMANDS

Omar Fayaz Khan<sup>1</sup> & Mohammad Sajid Kirmani<sup>2</sup>

<sup>1</sup>Lecturer, SKUAST-K, Shalimar, Jammu and Kashmir, India

<sup>2</sup>Research Scholar, IUST, Awantipora, Jammu and Kashmir, India

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Received: 12 May 2018

Accepted: 17 May 2018

Published: 23 May 2018

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### ABSTRACT

*There is a tremendous acceleration in the pace of life inside employees' personal and professional domain. Each domain presents individual with a set of resources and demands to fulfill the obligations. In view of this, novel concept Work-life enrichment has emerged wherein positive experiences in either work/life domain enrich individual to produce gains in satisfaction, state of health and performance. The paper attempts to discuss the antecedents of work-life balance including support systems in family, workplace emotional and other organizational instrumental support systems. An enriched work-life is seen to result in positive consequences not only for the individual, but the organization which includes-family satisfaction, work satisfaction, productivity, organizational commitment, organizational citizenship and others. The aim of this paper is to sensitize and understand the issue of work-life balance for women in Kashmir. Specifically to research on domains of work and family, which influence work-life balance? The researcher has interviewed the doctors working in the city of Srinagar. The future world challenges related to work and the relevance of enrichment measures are discussed so as to provide suggestions to the progressive organizations.*

**KEYWORDS:** *Work-Life Balance, Work-Life Enrichment, Instrumental Support & Emotional Support*