

RELATIONSHIP OF FAMILY AND WORK-LIFE INTERFACE: A STUDY OF FEMALE DOCTOR AND NURSES IN PUBLIC HOSPITALS

Omar Fayaz Khan¹ & Mohammad Sajidkirmani²

¹Lecturer, SKUAST-K, Shalimar, Jammu and Kashmir, India

²Research scholar, IUST, Awantipora, Jammu and Kashmir, India

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ABSTRACT

There has been an upsurge in the quantity and quality of women employees in both public and private organization space at the global level. With their contribution to professional space, their challenges of balancing both home space and professional space have become difficult. At present, at the global level, work-life issues are studied to enhance productivity and satisfaction of employees. The research paper explores the relationship of a family with the work-life balance from the perspective of demands and resources model. A sample of 278 female doctors and nurses in the city of Srinagar based on snowball sampling technique was held. The initial findings indicate that working women of Kashmir receive minimal support systems especially supposal support in the family. As a result, it manifests into personal life interference with work at the higher level than work interference in personal life. In contrast, family demands include-child care, elderly care are highly skewed than the resources produced by the family. Organizations can contribute with initiates of family supportive programmes (FSPs) for the balancing work-family challenges of working women in the health sector.

KEYWORDS: *Work-Life Balance (WLB), Work-Life Conflict (WLC), Family Supportive Policies (FSPs)*