

WORK-LIFE BALANCE AND ITS IMPACT ON JOB SATISFACTION AMONG PHARMACISTS: A LITERATURE REVIEW

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ABSTRACT

Pharmacy profession has evolved significantly in the past few years but shortage of qualified personnel has increased pressure on previously employed pharmacists. Increased workload, unfavorable working environment, low job security and family responsibilities have tend to lower work-life balance which has reduced job satisfaction. The aim of this literature review is to summarize the research findings among developed and developing countries as well as Pakistan related to different work-life balance factors and its impact on job satisfaction. A total of 38 published articles were reviewed regarding work-life balance and job satisfaction of pharmacists. The review concluded that there is a need for reinforcing the relevant human resources policies and improving working conditions of pharmacists in Pakistan. There is a need to sensitize policy makers on subject of satisfaction of pharmacy workforce as it has a positive effect on individual, organization and quality of services in today's evolving healthcare system of Pakistan.

KEYWORDS: Job Satisfaction, Review, Work, Family, Pakistan