

## WORK-LIFE BALANCE MANAGEMENT: A STUDY OF NURSES IN PUBLIC HEALTH SECTOR

*Omar Fayaz Khan*

*Lecturer, SKUAST-K, Shalimar, Kashmir, India*

---

**Received: 27 Dec 2017**

**Accepted: 09 Jan 2018**

**Published: 19 Jan 2018**

---

### **ABSTRACT**

*The new world order in the shape of interlinking of countries, technological innovations and easy movability of all resources has transformed the way work is done. This has put work-life balance (WLB) in the limelight in today's ever dynamic work environment. Already, most employees are witnessing work-life merges, where work obligations are merged with life responsibilities. The present study has explored the WLB issues of nurses with the help of a questionnaire including three dimensions- work interference of life, life interference of work and work-life facilitation. The research instrument has been validated by exploratory factor analysis where oblimin rotation technique was used to know about the factor-item relationship. Some basic level descriptive statistics are performed on data to reveal characteristics of the respondents. The initial findings revealed that there exists high interference of work on life than the vice-versa. The study approached the respondents based on convenience, so the results of the study have to be validated with further studies.*

**KEYWORDS:** *Work-Life Balance, Work Interference Personal Life, Life Interference Work, Personal Life Work*