

IMPACT OF WORK ENVIRONMENT ON WORK-LIFE INTERFACE OF WOMEN EMPLOYEES

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ABSTRACT

Women employees form an indispensable portion of the overall human capital of the organization. The challenge of balance in work and life is unique to them, which most of the time is in conflict with each other in the shape of work-life conflict. The study explores the work-life interface of working women in the health sector were in relationships between workplace support systems-emotional & instrumental are studied on one side. On the other side, it explores to investigate the influence of workload on the work-life interface. The study sample included 247 doctors and nurses working in public hospitals of Srinagar city with continuous interaction with the patients. The initial finding reveals that that work load is an important determinant of work-life balance of working women in health care. However, in order to balance work obligations they highly value emotional support of superior. The public health sector organization is suggested to build more infrastructural support facilities for working women.

KEYWORDS: Work-Life Balance, Emotional Support System, Instrumental Support System

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