

This research investigates the social and domestic problems faced by the married nurses in the fulfillment of their professional responsibilities. Study addresses the critical issue of work family conflict in Pakistani perspective. The Research was conducted in two hospitals of Islamabad (Pakistan Institute of Medical Sciences and Poly Clinic Hospital). Different aspects of the issue were endeavored to be explored. The main domain of this research was to see the prevalence of work-family conflict among nurses. One of the more frequent pursuits in the research is the quest to identify which segment of shift schedule (morning, evening and night) represents higher level of work family conflict for married nurses. Sample of the study consisted of two hundred married nurses working in different shifts in hospitals out of which 161 responded back. The Response rate was 80%.

The Study further explored Length of shift, work schedule flexibility, family support that affects Work – family conflicts. The results of the study reveal that presently most of the nurses working in hospitals are assigned 12-hour Shift. Work schedule flexibility and family support are negatively associated with work- family conflicts while work schedule flexibility is positively associated with family supports. Evening and night shift nurses were found to have greater level of work family conflict than that of morning shift nurses. Nurses with cooperative environment at home suffer less from social and domestic problems while lengthy duration of working shifts affects the married life of the nurses.