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## **ACKNOWLEDGEMENT**

First of all I express my thanks to the supreme Ruler, the ALLAH Almighty, the most kind, ever Merciful, Whose divine helped me in the completion of my MBA Thesis Successfully.

I am very thankful to the entire staff of Bahria University Islamabad, who's supported me on every step & guide me in routine transactions.

I would like to thank to my respected and venerable teachers, my friends, & all those who are praying for my success.

Then I am thankful all those, teachers whom provided me such a great opportunity of practical work to enhance my knowledge, And made me capable to do research on, impact of work family conflict on job burnout and organizational citizenship behavior, a study of nursing in health sector of Pakistan, it Was not easy for me, but with great help co-operation and hard work made it much easier for me and complete this thesis.

I specially say thanks to my loving family for their constant support and encouragement, unconditional love and trust, moral and the financial support.

Mr. Saif Ur Rehman

## **ABSTRACT**

Work family conflict is the serious issues for every organization in this competitive era of business, because every organization want to compete with other organization, for that organization taken more effort form the employees. So one side if organization take more effort/benefits from employees but other side the organization lose their employees mentally and as well as physically.it means that when employees perform to much work in the office when they return to home it cause mentally issues, and face different types trouble/issues at home .the study conducted on the nursing of health sector,

So the main purpose of this study to identify the impact of work family conflict on job burnout and organizational citizenship behaviors, a study of nursing in health sector of Pakistan.

The date was collected through questioners, from both public and private sectors hospitals of Pakistan, with the sample size of 200 respondents.

The data was analyzed through spss IBM version 22, and the different tests applied like regression, correlation, descriptive statistics, and Anova.

The result which obtained from this study is, work family conflict has significant relationship with job burnout and burnout has also significant relationship with citizenship behavior, but work family has negative relationship with citizenship behavior. It means that work family conflict create issue, like pressure, exhaustion, job dissatisfaction, snapping on others etc. and other different issues which are discussed in this study.

After the conclusion researcher given recommendation, like provide relax work horizon, good working environment, extra bounces of extra work, different shifts, etc.

The study have also mentioned some limitations which are given in last , while researcher also given future study, if anyone want to continue further study in future with different variable or with different sectors.