

## **ABSTRACT**

*Individuals who are married and employed are then exposed to the various roles they must handle to achieve a balance of work and family life. Conflict will arise when they can not balance their work and home tasks. Nurses have many responsibilities in their workplace while needing to manage their families as well. Work family conflict occurs when workplace responsibilities interfere with family life, such as inflexible working hours, overwork,*

*This research was conducted by phenomenology approach in the hope of identifying the scenario of work family conflict between nurses in various health institutions and outlining the cause of the consequences to how the nurses were coping in the face of the family conflict work. Ten selected respondents based on convenience sampling. The study was conducted on several nurses in various health agencies*

*Findings from interviews indicate that there are several factors that contribute to work family conflict among nurses, namely workload, shift work, age of the child. Gender role orientation. Recommendations have been proposed based on the responses of respondents and the views of researchers such as reducing work family conflict through the segmentation of the role of health agencies in providing various policies to nurses*

***Keywords: work family conflict, nurse, work, family, health care institution***