

## ABSTRACT

The pharmaceutical industry of Pakistan describes as growing, dynamic, sophisticated and sustainable in term of sales, export and employees. It also contributes 1% to the GDP of Pakistan. The pharmaceutical industries of Pakistan work 24/7 per week. There is rotating shift pattern for employees. Rotating shift work can be defined as “a method of arranging day by day working hours wherein various people or groups work in progression to cover more than the typical 8 hour day, up to and including the entire 24 hour day”. This research study basically covers the population of pharmaceutical industries of Jamshoro.

For the development of framework, this research study is based on Pittsburgh sleep quality index (1988) in contrast with the effect of stress, fatigue and general health. The findings of this research study help to develop the healthy human employees force and applicable rotational shift pattern for pharmaceutical industry of Jamshoro.

The purpose of this research study seeks to know the exact shift rotation pattern and physical structure of the industry. This research study also measures the health conditions within existing rotation plan of the industry. The findings of this research study help to develop a feasible and applicable shift rotating pattern across pharmaceutical industry of Jamshoro that works with the circadian rhythm of human employees.

The major identified problem that affects the human health and circadian rhythm of employees are quick rotation of shift work and long working hours. The proposed shift rotation pattern provided 3 shifts rotation plan with 8 working hour that will reduce all the identified problems.

Keywords: Rotating shift, sleep disturbance, stress, fatigue, pharmaceutical industry