

The Effectiveness of Cognitive-Behavioral Stress Management Training on Work-Family Conflict, Organizational Commitment and Employees' Perceived Stress

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Abstract

The aim of the present study was to investigate the effectiveness of cognitive-behavioral stress management training on work-family conflict, organizational commitment and perceived stress in ABFA employees in Isfahan. The research method was experimental with pre-test post-test with control group design. Thus, 30 employees were selected and were randomly assigned into experimental (15 employees) and control (15 employees) groups. The experimental group received the intervention of cognitive-behavioral stress management training during 10 sessions (90 minutes); but the control group didn't receive any intervention. Instruments were Carlson et al. Work-Family Conflict, Cohen et al. Perceived Stress and Meyer & Allen Organizational Commitment Questionnaires. The data were analyzed by covariance analysis using SPSS-23 software. The results showed that cognitive-behavioral stress management training had a significant effect on work-family conflict, organizational commitment and perceived stress.

Keywords: work-family conflict, organizational commitment, cognitive-behavioral stress management

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