

## The Effect of Work-Family Conflict on Job Burnout: A Meta-Analysis

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### Abstract

Work and family are the essential components of each person's life, which forming part of the person's identity and behavior. A person may experience conflict regarding the expectations of the role of these two parts. Various studies have been conducted regarding the effect of work-family conflict on job burnout, job stress, and turnover, and different correlation coefficients have been obtained in this regard. Accordingly, the aim this study was to merge the results of these studies by meta-analysis technique. In this meta-analysis, 15 eligible studies which carried out between the years 2011 to 2016 were investigated by CMA2 software. The selected studies using the Maslach Burnout Inventory (MBI) and Greenhaus and Biotel Work-Family Conflict Questionnaires. The results indicated the heterogeneity of the effect sizes and absence of diffusion bias in the investigated studies. Fixed and random combined effect sizes of work-family conflict on job burnout were relatively strong (0.694 and 0.704 respectively).

**Keywords:** work-family conflict, job burnout, meta-analysis

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