

The Effect of Work /Family Conflict on Readiness for Addiction: The Mediating Role of Job Stress

Heyfa Bereyhe Bereyhi
Abdolzahra Naami
Yadollah Zargar
Seyed Esmail Hashemi

Abstract

The purpose of this study was to investigate the effect of work-family conflict on addiction potential with mediating role of job stress. The sample consisted of 292 randomly selected employees of Aghajari Oil and Gas Company who completed the research questionnaires. The proposed model was tested by structural equation modeling (SEM). Indirect effects were tested using bootstrap method. According to the results, the proposed model had good fit with the data. The positive direct effects of family work conflict and job stress on addiction potential and work/family conflict on job stress were confirmed. The positive direct effect of work/family conflict on addiction potential was not confirmed. Indirect effect of work/family conflict and family work conflict on addiction potential effect through job stress was confirmed.

Keywords: addiction potential, job stress, work/ family conflict