

The Moderating Role of Resiliency on the Relationship of Psychological Well-being with Work-Family Conflict, Work-Family Enrichment and Turnover Intention

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Abstract

The purpose of this study was to investigate the moderating role of resiliency on the relationship of psychological well-being with work-family conflict, work-family enrichment and turnover intention. The participants of this study consisted of 363 employees of National Iranian Drilling Company (222 male & 141 female), who were selected by simple random sampling method. The instruments used in this study were Work-Family Conflict, Work-Family Enrichment, Resilience, Turnover Intention, Job Satisfaction, Family Satisfaction and General Health (GHQ-12) Questionnaires. Data was analyzed by Pearson correlation coefficients and moderated hierarchical regression analysis. The results showed that there was a significant negative relationship between psychological well-being and work-family conflict and turnover intention and there was a significant positive relationship between psychological well-being and work-family enrichment. Further, moderated regression analysis showed that resiliency moderated these relationships significantly.

Keywords: psychological well-being, work-family conflict, work-family enrichment, turnover intention, resilience