

**Testing a Model of the Relationship between Work-Family
Conflict and Vocational Well-Being with Mediating Role of
Psychological Strain**

**By: Kh. Aslani, PhD
Kh. Moaref, MA
A. Amanuelahi, PhD**

Abstract

The purpose of this study was to test a model of the relationship between work-family conflict and vocational well-being with mediating role of psychological strain in employees of Ahvaz public organizations. The sample consists of 203 female employees that were selected by multi-stage random sampling method. Participants completed work-family conflict, mental health and vocational well-being questionnaires. Structural equation modeling showed that there are significant correlations between types of work-family conflict, psychological strain and vocational well-being. Findings also showed that psychological strain has significant mediating role in the relationship between work-family conflict and vocational well-being.

Keywords: work-family conflict, vocational well-being, psychological strain.