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

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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 had significant mediating role in the relationship between work-family conflict and vocational well-being.

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