

EFFECT OF JOB STRESS ON MARITAL SATISFACTION: MEDIATING ROLE OF WORK FAMILY CONFLICT

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ABSTRACT

For employee as well as for employer the work and family issues are becoming increasingly a crucial task, because of its negative consequences. This research scrutinizes the relationship among work stress, work family conflict and marital satisfaction. The main objective of this research study was to find out the mediating effect of work family conflict in the relationship with job stress and marital satisfaction. Questionnaires were circulated on cross sectional origin aimed 217 faculty members of 8 private sector universities of Peshawar, Khyber Pakhtunkhwa (KPK) province of Pakistan. The statistical consequence showed that, job stress was significantly associated with work family conflict and both job stress and work family conflict were negatively associated with marital satisfaction, among private university teachers. While, work family conflict didn't play a mediator role between job stress and marital satisfaction. Confirmatory factor analysis confirms all the values were in good statistical range. Future research direction of the study is coordinated towards the assessing and inspecting the same hypotheses in different organizations of Pakistan on longitudinal premise. Recommendations part of the study indicated that, the universities should need to define job description explicitly to help and keep relaxed to its faculty, with no stress at the work.

Keywords: Job Stress, Work Family Conflict, Marital Satisfaction.

INTRODUCTION

Work and family are two vital aspects of life and these variables contribute uniquely to our understanding of human nature in the society. Both variables are examined by the different researchers empirically and theoretically. Researchers have long speculated that these (work and family) variables are associated with each other, and have since found that this relationship has emerged in the form of conflict. Mortimer, Lorence, and Kumka (1986) found that "Work organizations and families are the two most central institutions in peoples' lives". Many researchers found that family life and paid work can negatively affect marital

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satisfaction between couple (Hill, Fellows, Chiu, & Hawkins, 2011; Michel, Mitchelson, Kotrba, LeBreton, & Baltes, 2009). “In a dual-earner world, this strain can be exacerbated and the conflict between family life and work can acutely affect one’s marriage” because work family conflict influence couples life (Corroll, 2012). Different studies indicated that greater levels of WFC were associated with lower marital adjustment, lower family satisfaction and lower life satisfaction (Allen et al., 2000; Michel et al., 2009). Job stress produces depression and anxiety in a sample of young healthy workers (Melchior et al., 2007). Researchers found that work conditions contribute in individual well-being over time (Eby et al., 2005; Greenhaus et al., 2003; Haddock et al., 2006). Occupational stress can be increased by job insecurity (Naghieh et al., 2015) and high level of work stress also causes occupational injuries (Dopkeen, Jonathan, Dubois, Renee, 2014). Supportive workplace helps in keep balance between work and life. Work and family issues are becoming increasingly important for organizations, because of its detrimental impact on workplace or organization. There are many more organizations engaged in activities to eliminate or reduce employees’ work-family conflict, while there are more female entering into the labor market, more dual-career couples and single-parent households. Dopkeen, Jonathan, Dubois, Renee (2014) job stress and work family conflict is the area which has overlooked by the researchers. To fill the existing research gap the aim of this research study is to measure the mediating effect of work family conflict in a relationship with job stress and employee marital satisfaction.

LITERATURE REVIEW

Job Stress and Teachers

According to teachers’ assurance survey, stress levels are straining relationships and having a negative impact on well-being. This survey was conducted in 2013, the survey reveals that “76% of teachers believe that workplace stress is making them fully ill while 56% of teachers believe that they would do a better job, if they were less stressed. Furthermore, 40% of them feel they argue more with their friends and partners as a result of the pressure they faced at work place while 83% of teachers said they feel constantly exhausted because of work”. Health and safety executive is published in a report that “In social workers, teachers are the second occupation, which are most stressed workers on land”. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes” (WHO, 2015). Teachers confront a few word related dangers in their profession, including word related stress, which can contrarily affect teachers' mental and physical wellbeing, profitability, and understudies' execution. Job stress can be brought about by hierarchical change, associations with understudies, kindred instructors, and managerial faculty, working environment, desires to substitute, extended periods with a substantial workload, and assessments. Educators are additionally at high hazard for word related burnout (Naghieh, Montgomery, Bonell, Thompson, Aber, 2015). High level of job stress can be dangerous to teachers and negatively affect their teaching, their students and mainly their lives (Adam, 1999). Stress can raise

risk of stroke, high blood pressure, coronary artery disease and immune system dysfunction (Kuehnl, Rehfuess, Eva, Glaser, Jürgen, 2014). According to Strauss (2002), teaching is a difficult career because of too much paperwork, limited resources, high strength of classrooms, high stakes standardized testing and having low salaries. During the last decade, job stress can increase the absenteeism, increases the health related problem and decreases productivity (Spielberger et al., 1998).

Work Family Conflict and Teachers

Work family conflict occurs when an individual cannot perform his/her roles at work place and role as a family member (Lavassani, 2014). Flexibility in the working environment can be a tremendous help to a man attempting to adjust their profession and home-life. Having that control is something that could change the relationship amongst work and family life to better have the capacity to oversee part struggle, and if more business partook in this activity there could be a conceivable better result for all (Dell'Antonia, 2012). According to Amstad (2011), conflict between work and family is associated with increased job stress and occupational burnout, and decreased health, organizational commitment and job performance. In 1998, national survey of post-secondary faculty was conducted in which the relationship between the length of the work week and work load with faculty dissatisfaction was examined. The survey concluded that “many professors were dissatisfied due to heavy workload and dissatisfied with increased in long working hours but these long working hours also increased the productivity of research work”. And the increasing level of work family conflict resulted in poor or bad performance at academic institute (Mauno, 1998). Work family conflict is the final result of these long working hours spent on the job. This is a crucial task for academic sector to set potential work standards for teaching staff, which fully matched with their family and social life too. According to Jacob and Winslow (2004), basically there are two views about the workload of faculty. The first view is known as optimistic view, in which viewer thinks that “devotion to work is self-imposed because they love their work”, while another view is known as an alternative view, in which viewer thinks that “professors feel themselves trapped into excessive professional and institutional expectations”.

Family work Conflict

Family work conflict is the reciprocal of work family conflict. Both are closely interlinked with each other. According to Byron (2005), Family domain variable force to family work conflict. Some of these domains are household, parental conflict, child care responsibilities and marital discord can create family work conflict (Brotheridge, 2004; Byron, 2005; Frone, 1997). Different researchers prove that work conflict with family is more than family conflict with work because professional boundaries are more strictly enforced and more clearly defined by every organization (Pleck, 1997; Power & Simpson, 1998). If individuals are unable to behave or act accordingly to their duties in family and

work places than they will be more dissatisfied as compared to those whose performing their duties according to the demands of family and work (Meglino&Ravlin, 1998).

Marital Satisfaction and Work Family Conflict

“Marital satisfaction is the special case of relationship satisfaction and is the degree to which partners in marriages assess their approval of different aspects of their marital relations”, (Synder D.K, 1979). Marital relation or satisfaction is a multidimensional and complex phenomenon (Wagner, 2007; & Aron, Fisher, Brown, 2012).According to K. Rebello et al., (2014), factors as love, roles, partnership, values, family ties, problem with ties, attractiveness, conciliation, sexual jealousy, personal problems, and problems with relationships are the major sources of marital satisfaction or relation. Marital satisfaction is associated with different positive consequences for individual and families. “ Marital satisfaction has been measured in relation to economic standing, amount of education, experiences, and residence, as well as many other topics” (Jankowski, 2012). According to Peplau and Hill (1996), Couples who’s reporting higher marital satisfaction are more likely to report stability in their marriages and jobs. Marital satisfaction is fully correlated to work family conflict. Being in an unhappy marriage, it led to a lower level of life satisfaction, lower level of job satisfaction, lower level of self-esteem, poor quality of life, less happier, lower marital satisfaction and which results in psychological distress and depression (Whisman, 2006). Happy marriage is beneficial for an individual in different aspects such as healthy lifestyle, greater sexual satisfaction, healthy mental state, maximum productivity at the workplace, better parents and better partners (Hawkins & Booth, 2005; Hill, 2005; Waite & Gallagher, 2000). One of the main reasons behind low levels of marital satisfaction is that couples became busier with different roles at work and at home, which results in work family conflict (Langkamer et al., 2007).

Marital Satisfaction and Job Stress

Job stress directly affects the marital satisfaction. “Higher prevalence rates for experiencing a hostile work environment were identified for divorced or separated workers compared to married workers, widowed workers, and never married workers” (Alterman, et al. 2013). Many studies demonstrated clearly that work/job stress not left behind in the workplace, but actually employees bring them to him at the expense of their family relationships and family life (Steenbergen, Kluwa&Kaney, 2011). The best example is given by Levi& Ben-Ari (2007), “Feelings of being stressed at work have been related to self-report of distress and poor marital satisfaction. Job stress creates depression and physical exhaustion due to which marital satisfaction is negatively affected (Jacobs & Cooper, 2007). These issues are especially occurring in dual earner families because couple experiences work overload as well as performing responsibilities at home too (Paden, 1995). On the basis of above literature research hypotheses as under:

- H1:** An increased level of job stress has a significant influence on decreased levels of marital satisfaction.
- H2:** An Increased level of Job stress has a significant influence on increased levels of work-family conflict.
- H3:** An increased level of work-family conflict has a significant influence on decreased levels of marital satisfaction.
- H4:** The strength of the relationship between Job stress and marital satisfaction will significantly drop when work-family conflict is in the model.

RESEARCH METHODOLOGY

Population and sample

Research population comprised of 500 married male and female faculty members of eight private universities (Abasyn University, City University, Qurtaba University, Sarhad University, Fast University, Iqra University and Cecos University) in kpk, Peshawar. Simple random sampling practice was adopted to collect data from individuals. By utilizing the formula of Yamane(1967), sample size was determined. Final sample was 217 faculty members at 95% confidence level. Out of 217, 33 questionnaires were rejected because of incomplete feedback. Remaining 181 responses were included for research analyzes.

Measurement

Data were collected through self-reported questionnaire. Research questionnaire based on five points Likert Scale. Descriptions of the scales are given below.

Job Stress

For Job stress, 13 items were borrowed from Parker and Decotis (1983). It is Likert type 5 point anchor. 1 shows strong disagreement and 5 shows strong agreement. This scale has good psychometric properties and regularly used to measure the overall job stress (Baba, Jamal & Tourigny, 1998). Reliability depicts $\alpha = .91$.

Work Family Conflict

For work family conflict 9 items were borrowed from the Carlson et al., (2000). There were three dimensions in WFC i.e. Time-based, Strain-based and Behavior-based. It is Likert type 5 point anchor. 1 shows strong disagreement and 5 shows strong agreement. Scale has high construct, content validity and high reliability $\alpha = .89$ (Carlson et al., 2000).

Marital Satisfaction

For marital satisfaction 25 items were taken from Index of marital satisfaction developed by Hudson (1992). 13 questions worded positively, while 12 questions worded negatively. Likert type 5 point scale was adopted like rarely or none of the

time (1) A little or none of the time (2) Sometimes (3) A good part of the time (4) and Most of the time (5). Reliability was $\alpha = .79$.

RESULT AND DATA ANALYSIS

This study was an attempt to find out the relationship between Job stress (Independent variable), Work, Family Conflict (Mediate variable) and Marital Satisfaction (Dependent variable). In this study, we used the approach of Baron and Kenny (1986), for the mediating relationship among the supposed variables. According to the Baron and Kenny's mediating model (1986), following four steps must be taken; The total impact of independent variable (job stress) on the dependent variable (marital satisfaction) must be significant. The relationship between the independent variables (job stress) and mediating variable (work, family conflict) must be significant. The relationship between mediating variable (work, family conflict) and dependent variable (marital satisfaction) must be significant. The relationship between the independent variable (job stress) and dependent variable (marital satisfaction) significantly drop when mediating variable (work family conflict) is in the model. Out of 184, total numbers of males were 131 (71.19%) and females were 53 (28.8%). Total participated lecturers were 93 (50.5%), total assistant professors were 65 (35.3%) and total associate professors were 26 (14.1%). All the participants were married. Their ages from 23 to 63 were the sample of study in this research.

Assessing the Fitness of Model

Validity and Confirmatory Factor Analysis

Initially, the measurement instrument tool i.e. (questionnaires) were distributed amid 15 staff members of 3 aforementioned universities (randomly selected), to determine whether the questions were understandable, logical and clear order (face validity). Moreover, veteran staff members were asked to critically evaluate and to articulate their opinions on whether these questions were appropriate for the study context or need additional questions to be added (content validity). For construct and convergent validity appropriate statistical technique was used. Regarding content and face validity university staff members and experts reported that the statements were apparent, easy to understand, and in a logical order, and totally representative of the needs of the study. For the construct/convergent validity confirmatory factor analysis (CFA) was incorporated in this study. For convergent/construct validity the particular model of the research study was examine through Structural Equation Model (SEM). For examining model fitness study used seven fit indices were utilized namely (X^2/df , GFI, AGFI, NNFI, CFI, RMSR, RMSEA).

Structural Model Analysis

Confirmatory Factor Analysis

The result of fourth 3 factor model i.e. (job stress, work family conflict and marital status) exhibits that all the computed values are in acceptable range. In addition, this envisions that all the variables of the study have their own significant loadings. Result depicts that all the values are in normal range. The direct path of job stress, work family conflict and marital status revealed that (23%, -28% and -60%) variations in the response variable through predictors. The following table exhibits the values of CFA analysis. All the computed values of 7 fit indices are in normal and acceptable ranges according to (Usluel, Asker & Bas, 2008).

Table 1. Goodness of fit Indices for model

Model 4	χ^2/df	GFI	AGFI	NNFI	CFI	RMR	RMSEA
JS, WFC & MS	2.5	.98	.94	.96	.98	.01	.07
Standard (Usluel et al 2008)	<3.0	>.90	>.80	>0.90	>.90	<.10	0.06-0.08

Where JS = Job Stress, WFC = Work to family Conflict, MJS = Marital Satisfaction

Table 2. Indirect effect of work to family conflict amid job stress and marital status

Parameter	Estimate	Lower	Upper	P
JS-WFC-MS	-.016	-.053	-.004	.541

Where JS = Job Stress, WFC = Work to family Conflict, MJS = Marital Satisfaction

The mediating effect of work family conflict in a relation with job stress and marital status was measured. The statistical result reveals work to family conflict significantly or partially mediates amid job stress and marital status.

Table 3. Regression between JS (Independent variable) & MS (Dependent variable)

Model	Un-standardized Coefficients		Standardized Coefficients	Sig.
	B	Std. Error	Beta	
(Constant)	2.454	.152		.000
JSS	-.111	.046	-.195	.017

In table 3, the result indicates that "Job stress was significantly associated with marital satisfaction". Where B= -.11, β =-.195 indicates the correlation between variables) $t(149) = -2.42$ and $p = .017$ (p shows significance). Negative sign shows that job stress and marital satisfaction are opposite in directions. When job stress increases at university (for teachers) then marital satisfaction decreases between the couple. In this case, R-Square is .038, this means 3.8% (any field that attempts

to predict human behavior, typically has R-Square value lower than 50%) of the variance in Marital Satisfaction has been explained by Job Stress at work.

H 2: An Increased level of Job stress has a significant influence on increased levels of work-family conflict.

Table 4. Regression between JS (Independent variable) & WFC (Dependent variable)

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.632	.245		2.586	.011
JSS	.745	.074	.639	10.119	.000

Table 4 shows that “Job stress was significantly associated with work family conflict”. Where $B = .75$, $\beta = .64$, $t(148) = 10.12$ and $p < .001$ (p shows significance). It means when job stress at work place increases, then work family conflict also increases. Both have a positive relationship. In the result, R-Square is .409, it means 40.9% of the variance in work family conflict has been explained by job stress at work.

H3: An increased level of work-family conflict has significant influence on decreased levels of Marital Satisfaction.

Table 5. Regression between WFC (Independent variable) & MS (Dependent variable)

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.335	.126		18.574	.000
WFC	-.078	.039	-.160	-1.975	.044

Table 5 illustrates that, when job stress was not controlled, then “work family conflict was significantly associated with marital satisfaction”. Where $B = -.08$, $\beta = -.16$, $t(148) = -1.96$ and $p = .04$ (p shows significance). Negative sign indicates that when work family conflict increases, then marital satisfaction must decrease. While R-Square is .026, it means 2.6% of the variance in Marital Satisfaction has been explained by Work Family Conflict.

H 4: The strength of the relationship between Job stress and marital satisfaction will significantly drop when work-family conflict is in the model.

Hypothesis 4 was a basic supposed hypothesis for this research study, basis on Baron and Kenny’s mediating model. As expected that “The strength of the relationship between Job stress and marital satisfaction will significantly drop

when work-family conflict is in the model”, but the result was against to expectation.

Table 6. Regression among JS, WFC (Independent variable) & MS (Dependent variable)

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.473	.155		15.906	.000
JSS	-.089	.060	-.157	-1.491	.138
WFC	-.029	.051	-.060	-.572	.569

Table 6 shows that when job stress is under controlled, then Work family conflict was not significant with marital satisfaction, $\beta = -.06$. While work family conflict was not playing a mediating path role between the job stress and marital satisfaction as both are no longer significant statistically, $\beta = -.16$ and $p = .14$ (Which is more than $p > .05$).

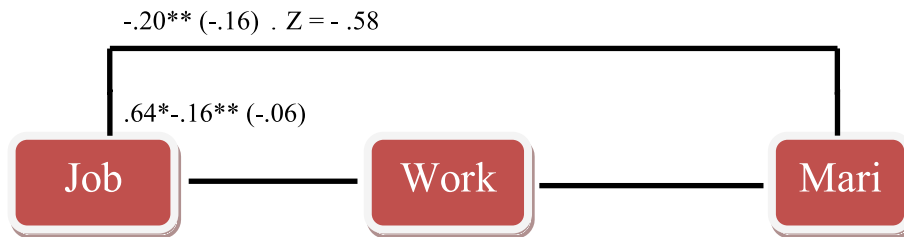


Figure 1: Mediation Model of the Study

Note: Values on paths are standardized Coefficients as beta (β). Path coefficients outside the parentheses are zero order correlation, while path coefficients in the parentheses are standardized partial regression coefficients. * $p < 0.001$, ** $p < 0.05$. To test the significance of indirect effect, Sobel test (1988) was used. For reliability, the Sobel test calculator was used to find out the significance of mediating variable on independent variable and dependent variable. The Sobel test shows the same result as regression showed. Hypothesis 4 was rejected because according to Sobel test “The strength of the relationship between Job stress and marital satisfaction was not significantly drop when work-family conflict is in the model”, $Z = -.58$ and $p = .56$. So hypotheses 1-3 were accepted, but hypothesis 4 were rejected.

DISCUSSION

This study examined Job Stress, Work Family Conflict, Marital satisfaction among private universities of Peshawar, KPK, Pakistan. The finding of the current research study shows that job stress was positively related or associated with work family conflict, while negatively associated with marital satisfaction. According to

the results, when job stress increased at work place, then automatically work family conflict increased with decreased in marital satisfaction among university teaching faculty. However, work family conflict did not play the mediate role between job stress and marital satisfaction, in a model. Work family conflict as a mediator between the relationship of job stress and marital satisfaction was our basic objective of this study. It was hypothesized that “Job Stress “would be positively related to work family conflict and negatively related to marital satisfaction. Different past researches also supported our current study result of negative impact between job stress and marital satisfaction (Ford et al, 2007; Frone et al., 1992; Geurts et al, 2003; Netemeyer et al., 1996; Wallace, 1999;). When job stress increased then marital satisfaction decreased. Teachers reported high level of job stress with low level of marital satisfaction because it was difficult to fulfill work responsibilities as well as family duties at the same time. These findings are consistent to (Cortes et al, 1973; Gareis et al, 2009; Greenglass and Burke, 1998; Suryawanshi and Mali 2013). Work demands or work stress has been associated with increased in marital tension, negative mood, marital anger, marital arguments and decreased in marital satisfaction (Bolger et al, 1989; Chan and Margo Lin, 1994; Einhorn et al, 2006; Poortman, 2005; Roberts and Levenson, 2001; Story and Repetti, 2006). This study shows that work family conflict is indirectly associated with marital satisfaction. The higher the level of work family conflict was associated with lower level of marital life or marital functioning (Aycan and Eskin, 2005; Netemeyer et al, 1996; Suchet and Barling, 1996).

CONCLUSION

The findings of the current study indicate that job stress was associated with marital satisfaction, job stress was also associated with work family conflict and work family was associated with marital satisfaction, but however work family conflict was not played mediate role between the relationship of job stress and marital satisfaction. This may be because of work family conflict was highly associated with job stress and partially associated with marital satisfaction. This result was also supported by Ford et al, (2007), that work family conflict doesn't fully mediate between job stress and marital life. Many researchers proposed the mechanisms that how work family conflict can be mediate between work and marital life. According to this mechanism work family conflict is not basic or primary mediate variable between job stress and marital satisfaction. Negative mood can play an important part of the work family conflict. Negative mood at work place (like tension, work pressure, work irritation etc) leads to conflict at home and this negative mood conflict at home leads to marital unsatisfaction or marital withdrawn (Edwards and Rothboard, 2000; Schulz et al, 2004; Scars and Galambos, 1992; ; Story and Repetti, 2006).

RECOMMENDATIONS

Receive an interest which gives the teacher minds off from the issues that they confront in universities. Music, planting and painting are couple of case of

diversions which a teacher may embrace. Stressing superfluously can be a major wellspring of anxiety. So cut back on stressing as that will diminish JS, WFC and MS. Learn and hone outrage administration as it will help in overseeing stress. The greater stressor distinguished by teachers is classroom administration with respect to train and understudies bad conduct. So the teachers should be prepared in the particular disciplinary strategies utilized at the organization. Building fearlessness, imparting their issues to their companions or with the associates additionally help the teachers to adapting to occupation stress.

DIRECTIONS FOR FUTURE RESEARCH

Research study was mostly summed up for that sample size of the study because just taken from one area of Pakistan that is Peshawar, KPK. Information was gathered on cross-sectional premise. So, this yielded the way that the likelihood of regular blunders in some of research outcomes. Thus, it is recommended that the future examination study ought to be directed on longitudinal premise and executed on bigger sample estimate that makes the study sum up for a greater population. Future examination study will unearth some more essential and basic mediator' variables that impact towards lessening job stress and increasing marital satisfaction.

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