

*WORK-FAMILY CONFLICT AND JOB OUTCOMES:
MODERATION INFLUENCE OF PSYCHOLOGICAL CAPITAL*

by

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Abstract

Present research examined the main effect of work family conflict and psychological capital on job satisfaction and turnover intention. Current research also examined the moderating effect of psychological capital between work family conflict and job outcomes. With a varied sample (N= 200) of employees working in different organization of Pakistan, the finding of the research provided good support for hypotheses. Work family conflict significantly related with both outcomes of the study. As proposed, the positive relationship of work family conflict with turnover intention was weaker when psychological capital was high and negative relationship of work family conflict with job satisfaction was weaker when psychological capital was high