



## Do Stress mediates Relationship between Work-Family Conflict and Work-Related Attitude of Nursing Professionals in Healthcare

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### ABSTRACT:

Work-family conflict negatively affects the employee, his family, and his employer. The work-related attitude of the employee is also affected by work-family conflict. This study aimed to investigate the interrelationship between work-family conflict and work-related attitude and mediation caused by stress. The sample size was 119 female nurses. Results confirmed that work-family conflict was inversely correlated with work-related attitudes. Mediation of stress on work-family conflict and work-related attitude relationship was also proved. A significant demographic impact was also found on work-family conflict and work-related attitudes. This research work is unique of its kind in the sense that no research on the issue of conflict between work life and family life, employee's attitude about his work, and stress was conducted before this in the backward areas. Work-family conflict negatively affects the employee, his family, and his employer. The work-related attitude of the employee is also affected by work-family conflict. This study aimed to investigate the interrelationship between work-family conflict and work-related attitude and mediation caused by stress. The sample size was 119 female nurses. Results confirmed that work-family conflict was inversely correlated with work-related attitudes. Mediation of stress on work-family conflict and work-related attitude relationship was also proved. A significant demographic impact was also found on work-family conflict and work-related attitudes. This research work is unique of its kind in the sense that no research on the issue of conflict between work life and family life, employee's attitude about his work, and stress was conducted before this in the backward areas.

**Keywords:** Stress, Work-Family Conflict, Work-Related Attitude, Nursing Professionals, Mediation Analysis.

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## Introduction

The healthcare managers in hospitals facing several issues including the work-family conflict (WFC) among the nursing are very high, which constitutes one of the large groups of health workers (Al-Aameri, 2000). They are a vital force in their service and care, satisfying patients which is the ultimate goal of a hospital depends (Yildirim & Zeynep, 2008). Work-family conflict is the result of increasing work pressure on the nurses due to which they could hardly spare time for their family affairs and thus work hampers family business (Adekola, 2012). It usually occurs among employees when getting pressure both from their work role and family role, for instance, they become mutually incompatible for them to perform each role thus one role affects their participation in another role. While both roles are two distant and essential parts of any individual life according to the classical approach. However, in modern times, both are recognized with reciprocal relationships (Adekola, 2012). It is reported that spillover between work and family can be both working significantly, for example, happy family life creates enthusiasm in work life, while a problem in family life can also diminish enthusiasm and interest in work. It is imperative that today's organizations shall adequately respond to the problems of work-family conflict as it disturbs the equilibrium and thus results in a conflict between work and family lives (Theunissen *et al.*, 2003; Alam *et al.*, 2009). However, once the work-family conflict is noticed, the individual tries to perform in a way to maintain equal roles thereby decreasing their work-family conflict through changing pattern and their pattern (Xu, 2009). For organizations, its existence is detrimental as it can affect the work performance of the individual as well as overall organizational performance (Alam *et al.*, 2009). An employee's job satisfaction, commitment, and trust in their leadership are essential for the desired performance level (Greenberg, 2005). Hospitals' efficiency and effectiveness are affected largely in the inverse situation. Research studies have proved that satisfied workers play a dynamic role in completing their assigned job in contrast to the less satisfied, non-committed, and more prone to absenteeism and turnover (Al-Aameri, 2000). The scarcity of nursing staff puts more work burden on the existing staff resulting in the work-family conflict issue thus, it is reported that in the healthcare sector across the globe, the turnover rate in the nursing profession is very high (Siew *et al.*, 2011; Butt *et al.*, 2012; Akhtar, 2011). The work-family conflict result into great stress for nurses, where stress means a situation one an employee fails to adjust his talent to the job requirements (Omar, 2003). Occupational stress may negatively affect an employee as well as the organization (Akhtar, 2011; Camelia & Marius, 2011). It could ear discredit to the organization one of the main threats to employees' physical and psychological health (Mararcine, 2010). Camelia & Marius (2011) reported two major kinds of stress, harmful stress that leads to serious psychological and physical issues; the second one is beneficial stress, which prepares people for exceptional results. Each individuals response to a stressor varies some resist more while others learn from it, yet both types lead to psychological issues for example, frustration, anxiety, and in some cases depression, and physical diseases including hypertension, cardiac arrest, a disorder in digestive inter alia respiratory, and renal diseases. With this context, the present setup in the public sector hospitals shows a massive workload with greater responsibilities on the shoulders of working nurses. While performing their duty they are facing several issues both at home as well as at the workplace setting resulting in work-family conflict, which not only affects their work-related attitude but also affects their family life and their health. Studies unearthed that there is a dearth of research in this area in developing countries like Pakistan and India, which necessitates the need for such a study. Therefore, this study aimed to measure the extent of work-family conflict and its association with work-related attitudes among the nursing staff.

## Literature Review

### Work-family conflict among Nursing Staff

Female nurses have dual nature of jobs one is informal and the second is formal. An informal job refers to her household and a formal job stands for her nursing job in a hospital. They are facing excessive work pressure due to the growing number of patients and expansion in the hospital service. The formal role interferes with family affairs, while other family responsibilities force them to pay attention to family matters and household. Resultantly, fail to

satisfy both domains (Grzywacz, Frone, Brewer, and Kovner (2006). Those nurses who are confronting the work-family conflict often blame working conditions and jobs (Burke & Greenglass, 1999). They have identified that the shortage of qualified and trained nursing workers puts work pressure on the existing workforce on one hand and the other, this conflict becomes a barrier for those who intend to join this profession. Yildirim & Zeynep (2008) contend that long working hours and rigid can scum nurses to work-family conflict, which also resulted in dissatisfaction with their job, and life becomes miserable for them. Regrettably, contemporary day healthcare organizations around the globe put a huge burden on employees to be competitive. Although global studies are being undertaken on work-family issues, there is a need to investigate the problem in developing countries (Hussain, & Mujtaba, 2012). Recently, healthcare facilities have recognized the critical role and effect of the family role conflict of their nursing workers on organizational performance. Previously, this was regarded as a “women’s issue” yet, now it is recognized as an organizational necessity to be addressed as a priority. Over time studies, for example Greenhaus, Callanan, & Godshalh, (2000) have suggested some measures those organizations can take to resolve these issues.

### **Work-family Conflict and Job Satisfaction**

Studies have identified that job satisfaction is one of the powerful predictors of professional and personal life conflict and stress mediates this relationship. Employee satisfaction is directly related to work-family conflict and stress (Netemeyer *et al.*, 2004). According to Kossek and Ozeki (1998), this relationship is ambiguous and not noteworthy. Results of Carlson & Kacmar (2000) also confirmed a weak but significant relationship between job satisfaction and work-family conflict. These findings were consistent with (Akintayo, 2010). They investigated affective experiences as a magnitude of work-family conflict; and reported an insignificant relationship. This implies that there are certain other factors that accounts for mediating relations.

### **Work-Family Conflict and Organizational Commitment.**

While exploring organizational commitment, studies have identified that it is directly associated with work-family conflict. However, some of these findings did not confirm the association between commitment and work-family conflict. A negative but significant association ( $r = -.21$ ) was reported by Netemeyer *et al.* (1996), which explains the inverse relationship. However, Akhtar, Nazaruddin, and Kundi (2021) have reported a strongly correlated and suggested when this conflict increases the level of employee commitment decreases. Earlier, Perrew *et al.* (1995) reported almost similar results. While Akintayo (2010) studied two types of conflict i.e., time and strain but reported an insignificant relationship thus, the varying results support the assumption of the variable which mediates the relationship between work-family conflict and commitment and the existence of a mediator could also be justified for the ambiguous findings reported by previous studies. Therefore, our proposed model assumed that stress acts as a mediator between work-family conflict and commitment.

### **Work-Family Conflict and Stress**

Netemeyer *et al.* (2004) found a strong association between the predictors, mediator, and criterion variables used in this study. They reported a substantial relation of  $-.46$  and  $-.37$  between WFC and stress for females and males respectively. They further investigated the organizational consequences of work and the role of the family by hypothesizing that WFC is directly associated with stress. Their findings suggested that work-family conflict causes very powerful job stress. Noor (2002) observed that work-family conflict has a strong influence on feelings of happiness. Allen *et al.* (2000) confirmed the previous findings of numerous studies and concluded that work-family conflict and stress are considerably correlated but this relationship is less significant at  $.42$ .

### **Organization Commitment and Stress**

Jamal (1984) found that there is a powerful connection between stress and work-family conflict. Leong *et al.* (1996) reported a substantial but negative correlation between organizational commitment and stress, similarly, Babakus, Cravens, Johnston, & Moncrief (1999) focused on the backgrounds and magnitude of emotional exhaustion, they find that job stress and commitment have negative correlation i.e.,  $r = -.37$ . Lopopolo, (2002) also reported association

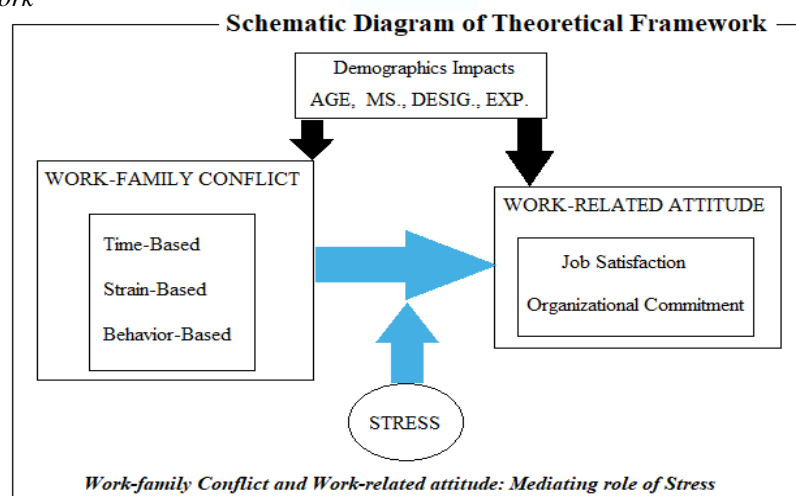
between them which fall in the range from  $-0.28$ , to  $r = -0.44$ . This implies that employees with a higher level of stress have lesser commitment, supports our model that job stress mediates a relationship between work-family conflict and work attitude.

### Demographic Impact

Demographic factors like age, marital status, designation, and experience have mostly been used by studies on work-family and work-related attitudes (Yildirim & Zeynep, 2008; Bhatti, Hashmi, Raza, Shaikh, & Shafiq, 2011; Anafarta1, & Kuruüzüm1, 2012; Mjoli, Dywili, & Dodd, 2013). The job in a healthcare organization assigns a special status or a designation. Ahmad and Riaz (2011) reported the significant role of designation on work-family conflict and work-related attitude among nursing professionals likewise, Yildirim & Zeynep (2008) reports that designation is a powerful predictor of work-family conflict, in the same way, Siew *et al.* (2011) found that nurses designation significantly influences the work-related attitude. Furthermore, the status of being single or married was studied in relationships the work-family conflict and work-related attitude of the employees by Rao & Malik (2012) and Namayandeh, & Juhari, (2011) and reported a significant impact of marital status on work-family conflict among the nurses. Siew *et al.* (2011) and Rao & Malik (2012) report almost similar findings. Tran *et al.* (2013) further supported these findings. Yildirim & Zeynep also studied the experience of the employees and their impact on work-family conflict and work-related attitude, (2008) found it a significant factor. Similarly, the length of time a person has lived is known as time. Akanse *et al.* (2011) and Rao & Malik (2012) reported a significant impact of age on the work-family conflict and work-related attitude of the employees.

**Figure 1**

*Theoretical framework*



Based on previous studies the above schematic model of the study was developed which explains the relationship between the predictors and criterion variable of the study where this study proposes the below hypotheses:

- H<sub>1</sub>: There is an association between WFC and work-related.
- H<sub>2</sub>: WFC predicts job satisfaction.
- H<sub>3</sub>: WFC predicts organizational commitment.
- H<sub>4</sub>: Stress is associated with WFC and work-related attitude.
- H<sub>5</sub>: Stress mediates the relationship between WFC and job satisfaction.
- H<sub>6</sub>: Stress mediates the relationship between WFC and organizational commitment.
- H<sub>7</sub>: Head nurses score higher.
- H<sub>8</sub>: Married nurses score higher.

H<sub>9</sub>: Experience group 31- 40 score higher than all other groups.  
H<sub>10</sub>: The age group 51-60 scored higher than the rest of the other groups.

### Method

The population of the study was female nurses from various hospitals in District Mardan, which was 350. A pilot study was conducted to check the reliability and validity of the questionnaire and to determine the sample size. Using the formula  $Sample-size = ((SD^2/ ((Z^2/E^2) + (SD^2/N)))$ , a sample of (119) was selected, and the response rate was 84%.

**Table 1**

*Sample Selection*

Statistics		Value
Standard Deviation	SD	0.97
Population	N	350
Error	E	0.67
Level of Confidence	Z	1.96
Sample	n	119

### Findings

**Table 2**

*Validity and Reliability of Instrument*

Variables	No of Items	Alpha
Time	4	.800
Strain	4	.724
Behavior	4	.710
Job Satisfaction	18	.577
Organizational Commitment	9	.768
Stress	12	.841

**Table 3**

*Descriptive Statistics on Research Variables (n=99)*

	n	Min.	Max.	Mean	Std. Dev.	Variance
Time	99	1.50	4.50	3.0025	.63937	.409
Strain	99	2.00	4.50	3.2702	.58322	.340
Behavior	99	1.50	4.50	3.3106	.66249	.439
Jab Satisfaction	99	3.00	4.60	3.7849	.29872	.089
OC	99	2.22	4.22	3.3511	.38323	.147
Stress	99	1.83	4.25	3.4182	.64227	.413

Testing of Hypotheses

Correlation Analysis

**Table 4**  
Correlations between independent, dependent, and mediating variables

		Time	Strain	Behavior	Job Satis.	Commitment	Stress
Time	r	1					
Strain	r	.270**	1				
Behavior	r	.192	.609**	1			
Jab Satisfaction	r	-.292**	-.247*	-.195	1		
OC	r	-.265**	-.225*	-.211*	.613**	1	
Stress	r	.434**	.575**	.583**	-.356**	-.238*	1

The results in table 4 explain the association between variables of the study i.e., work-family conflict (time, strain, behavior) and work-related attitude (job satisfaction and organization commitment), and mediating variable (stress). Relationship between time and job satisfaction (-0.292\*\*, p<0.05); time with OC (-0.265\*\*, p<0.05); time with stress (0.434\*\*, p<0.05); strain with JS (-0.247\*, p<0.05); strain with OC (-0.225\*, p<0.05); strain with stress (0.575\*\*, p<0.05); behavior with JS (-0.195, p>0.05); behavior with OC (-0.211\*, p<0.05); behavior with stress (0.583\*\*, p<0.05); JS with stress (-0.356\*\*, p<0.05) and OC with stress (-0.238\*, p<0.05), only relation between behavior, and job satisfaction was insignificant and rest were associated significantly, therefore we accept our hypothesis1 and 4.

Regression Analysis

**Table 5**

Model summary

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. error of the Estimate	F	Sig.
1	.343 <sup>a</sup>	.118	.090	.28496	4.229	.007 <sup>a</sup>
2	.340 <sup>b</sup>	.115	.097	.28385	6.267	.003 <sup>b</sup>

**Table 6**

Coefficients

Model		B		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	4.456	.197			22.611	.000		
	Time	-.113	.047	-.241		-2.407	.018	.926	1.080
	Strain	-.074	.063	-.144		-1.165	.247	.605	1.654
	Behavior	-.027	.055	-.061		-.501	.617	.628	1.592
2	(Constant)	4.429	.189			23.459	.000		
	Time	-.113	.047	-.243		-2.436	.017	.927	1.079
	Strain	-.093	.051	-.181		-1.815	.073	.927	1.079

**Table 7**

*Excluded variables.*

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics			
					Tolerance	VIF	Minimum Tolerance	
2	Behavior	-.061 <sup>a</sup>	-.501	.617	-.051	.628	1.592	.605

Tables 5, 6, and 7 display results for regressions. Table 5 highlights the two best-fit models, which predict changes in job satisfaction. However, model 1 is more significant since it has a greater R<sup>2</sup>. .118.7 explain the results for coefficients, it shows the collinearity statistics of the variables. Excluded variables are presented in table 7, results explain that behavior had less effect on job satisfaction while time and strain resulted in a significant change, thus, the behavior was excluded while time and strain were considered to have the most effect on job satisfaction, thus, H<sub>2</sub> is substantiated and accepted which means that work-family conflict predicts job satisfaction.

**Table 8**

*Model Summary*

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate	F	Sig.
1	.321 <sup>a</sup>	.103	.075	.36863	3.640	.016 <sup>a</sup>
2	.311 <sup>b</sup>	.097	.078	.36795	5.156	.007 <sup>b</sup>

**Table 9**

*Coefficients*

Model		B		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	4.165	.255			16.340	.000		
	Time	-.130	.061	-.217	-.2151	-.2151	.034	.926	1.080
	Strain	-.066	.082	-.101	-.804	-.804	.423	.605	1.654
	Behavior	-.063	.071	-.108	-.883	-.883	.380	.628	1.592
2	(Constant)	4.089	.236			17.300	.000		
	Time	-.140	.059	-.233	-2.359	-2.359	.020	.963	1.038
	Strain	-.096	.057	-.166	-1.684	-1.684	.096	.963	1.038
	Behavior	-.096	.057	-.166	-1.684	-1.684	.096	.963	1.038

a. Dependent Variable: OC

**Table 10**

*Excluded variables.*

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics			
					Tolerance	VIF	Minimum Tolerance	
2	Strain	-.101 <sup>a</sup>	-.804	.423	-.082	.605	1.654	.605

It could be observed from table 8 model 1 is a more significant model as it has a greater R<sup>2</sup> value .103, similarly, from table nine we can coefficient values showing collinearity statistics, and likewise, table 10 portrays a list of excluded variables. It could be inferred from the results that strain had a nominal effect on the commitment while time and behavior exhibited significant change; therefore, the strain was excluded, and time and behavior were considered to have a significant effect. Therefore, our hypothesis H<sub>3</sub> is substantiated, and we can conclude that work-family conflict predicts organizational commitment.

**Table 11**

*Model summary*

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate	F	Sig.
1	.391 <sup>a</sup>	.153	.117	.28076	4.233	.003 <sup>a</sup>
2	.390 <sup>b</sup>	.152	.125	.27938	5.679	.001 <sup>b</sup>
3	.387 <sup>c</sup>	.150	.132	.27828	8.459	.000 <sup>c</sup>
4	.356 <sup>d</sup>	.127	.118	.28060	14.060	.000 <sup>d</sup>

**Table 12**

*Coefficients*

Model		B		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	4.504	.196			23.015	.000		
	Time	-.077	.050	-.165		-1.555	.123	.802	1.247
	Strain	-.037	.065	-.071		-.559	.577	.553	1.807
	Behavior	.015	.058	.033		.256	.798	.542	1.846
	Stress	-.122	.062	-.263		-1.966	.052	.505	1.978
2	(Constant)	4.514	.191			23.692	.000		
	Time	-.078	.049	-.168		-1.599	.113	.811	1.233
	Strain	-.030	.059	-.058		-.500	.618	.669	1.494
	Stress	-.116	.057	-.250		-2.024	.046	.586	1.706
3	(Constant)	4.471	.169			26.388	.000		
	Time	-.079	.049	-.169		-1.620	.109	.812	1.232
	Stress	-.131	.049	-.282		-2.703	.008	.812	1.232
4	(Constant)	4.351	.153			28.348	.000		
	Stress	-.165	.044	-.356		-3.750	.000	1.000	1.000

**Table 13**

*Excluded variables.*

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
2	Behavior	.033 <sup>a</sup>	.256	.798	.026	.542	1.846	.505
3	Behavior	.003 <sup>b</sup>	.026	.979	.003	.655	1.526	.552
	Strain	-.058 <sup>b</sup>	-.500	.618	-.051	.669	1.494	.586
4	Behavior	.019 <sup>c</sup>	.159	.874	.016	.660	1.516	.660
	Strain	-.063 <sup>c</sup>	-.541	.590	-.055	.670	1.493	.670
	Time	-.169 <sup>c</sup>	-1.620	.109	-.163	.812	1.232	.812

Table 11 illuminates four best-fit models for the relationships, yet model 1 is found most significant with R<sup>2</sup> .153, although the rest of model 4 shows that stress has the most impact on job satisfaction. Table 12 gives detail on the coefficients and collinearity statistics, while excluded variables are shown in table 13. It could be inferred from the results that work-family conflict (time, strain, and behavior) is less significant on job satisfaction while stress exerts the most effect. It is therefore concluded that stress mediates the relationship between work-family conflict and job satisfaction, so, we accept our hypothesis H<sub>5</sub>.



**Table 14**

*Model Summary*

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate	F	Sig.
1	.323 <sup>a</sup>	.104	.066	.37037	2.732	.034 <sup>a</sup>
2	.321 <sup>b</sup>	.103	.075	.36863	3.640	.016 <sup>b</sup>
3	.311 <sup>c</sup>	.097	.078	.36795	5.156	.007 <sup>c</sup>

**Table 15**

*Coefficient values*

Model	B		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics		
	B	Std. Error				Tolerance	VIF	
1	(Constant)	4.176	.258	16.178	.000			
	Time	-.122	.065	-.204	-1.872	.064	.802	1.247
	Strain	-.058	.086	-.088	-.669	.505	.553	1.807
	Behavior	-.053	.077	-.092	-.693	.490	.542	1.846
	Stress	-.027	.082	-.046	-.332	.740	.505	1.978
2	(Constant)	4.165	.255	16.340	.000			
	Time	-.130	.061	-.217	-2.151	.034	.926	1.080
	Strain	-.066	.082	-.101	-.804	.423	.605	1.654
	Behavior	-.063	.071	-.108	-.883	.380	.628	1.592
3	(Constant)	4.089	.236	17.300	.000			
	Time	-.140	.059	-.233	-2.359	.020	.963	1.038
	Behavior	-.096	.057	-.166	-1.684	.096	.963	1.038

a. Dependent Variable: OC

**Table 16**

*Excluded variables.*

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics			
					Tolerance	VIF	Minimum Tolerance	
2	Stress	-.046 <sup>a</sup>	-.332	.740	-.034	.505	1.978	.505
3	Stress	-.072 <sup>b</sup>	-.552	.582	-.057	.552	1.811	.552
	Strain	-.101 <sup>b</sup>	-.804	.423	-.082	.605	1.654	.605

Table 14, 15, and 16 gives an output from the regression to check the mediating role stress on the relationship between work-family conflict and organizational commitment. According to table 14, R<sup>2</sup> value .104 suggests the acceptability of model 1 as the best fit, the remaining model 4 brings us to the conclusion that time, and behavior predicts organizational commitment. Table 4.17 displays coefficients and collinearity statistics, and excluded variables are given in table 16, accordingly, we can sum up that work-family conflict (time, strain, and behavior) had more effect on organization commitment as compared to stress; this means that stress did not mediate the relationship between work-family conflict and organization commitment, hence. H<sub>6</sub> is not substantiated and is rejected.

**Demographic Analyses**

**T-test**

**Table 17**

*Impact of designation on work-family conflict and work-related attitude.*

Research Variable	F	Sig.	t	Sig. (2-tailed)
Time	1.634	.204	3.297	.001
Strain	1.003	.319	1.451	.150
Behavior	1.118	.293	2.511	.014
Job Satisfaction	1.680	.560	4.186	.008
OC	1.200	.276	.938	.351

Table 17 is describing five tests applied to work-family conflict (time, strain, behavior) and work-related attitude (job satisfaction, organization commitment) with designation, Results recorded a difference between the responses of head nurses and charge nurses about work-family conflict and work-related attitude. Head nurses scored higher than charge nurses, table 17 is evidence of the impact of designation as significant for time, behavior, and job satisfaction with p values for time(.001), behavior(.014), and job satisfaction (.008) > .005, however for strain (.150) and OC(.351) is significant, thus, H<sub>7</sub> was accepted with a margin of 3/5.

**Table 18**

*Impact of marital status on work-family conflict and work-related attitude.*

	F	Sig.	t	Sig. (2-tailed)
Time	1.118	.293	-2.511	.014
Strain	.054	.817	-.903	.369
Behavior	.267	.607	.127	.899
Job Satisfaction	1.118	.293	-2.511	.014
OC	.592	.444	-3.829	.000

Table 18 shows the results of 5 t-test runs on work-family conflict (time, strain, behavior) and work-related attitude (job satisfaction, organization commitment) with marital status, Based on significant means difference between the responses of single nurses and married nurses about work-family conflict and work-related attitude. The single nurses appeared to score higher, this mean difference was significant on time, job satisfaction, and organizational commitment with respective p values for time (.014), job satisfaction (.014), and organization commitment (.000) >.005 and insignificant for strain (.369) and behavior(.899), therefore H<sub>8</sub> was accepted with a mandate of 3/5.

**ANOVA Results**

H<sub>9</sub>: The experienced group (31- 40 years) score higher than all other groups.

**Table 19**

*Impact of experience on work-family conflict and work-related attitude.*

	Sum of Squares	Mean Square	F	Sig.
Time	4.828	1.609	4.339	.007
Strain	1.043	.348	1.023	.386
Behavior	3.009	1.003	2.382	.074
Job Satisfaction	.106	.035	.389	.761
OC	1.118	.293	2.511	.014

Table 19 highlights the results of the ANOVA test for work-family conflict (time, strain, and behavior) and work-related attitude (job satisfaction, organization commitment) with experience. The result recorded a significant difference between the responses of nurses' experience. Nurses in the age group (31-40) scored higher. However, this impact was only significant for time and organization commitment since the p-value of time (.007) and organization commitment (.014) > .005 but insignificant for strain, behavior, and job satisfaction, so H<sub>9</sub> is accepted with a nominal margin of (2/5).

H<sub>10</sub>: The age group 51-60 scores higher than the rest of the other groups.

**Table 20**

*Impact of Age on the work-family conflict on work-family conflict and work-related attitude.*

	Sum of Squares	Mean Square	F	Sig.
Time	2.366	.789	1.988	.121
Strain	1.118	.293	2.511	.014
Behavior	.175	.058	.129	.943
Job Satisfaction	.588	.196	2.284	.034
OC	1.680	.560	4.186	.008

Again, ANOVA was run on H<sub>10</sub>, i.e., work-family conflict (time, strain, behavior) and work-related attitude (job satisfaction, organization commitment) with age. Since the difference was significant for strain, job satisfaction, and organization commitment (as the p-value of strain (.014), job satisfaction (.034) and organization commitment (.008) > .005, insignificant as we can see for time p-value was (.121) and behavior(.943) therefore, we accept the H<sub>10</sub> with a margin of 3/5.

**Table 21**

*Summary of the Demographic Impacts on All Variables*

	DSG	MS	EXP	AGE	
1 Time	.001	.014	.007	-	3
2 Strain	-	-	-	.014	1
3 Behavior	.014	-	.074	-	2
4 JS	.008	.014	-	-	2
5 OC	-	.000	.014	.008	3
11 out of 20	3	3	3	2	11

Table 21 displays an overall summary of the results of independent sample t-tests and the hypotheses about the demographic impact on work-family conflict and work-related attitude. Results show that 11 out of 20 tests were found significant with an overall impact of (55%). Further, the outcomes indicate that demographics have an impact on all variables, especially on time and organizational commitment.

## Discussion

Many research studies for example Netemeyer and Boles *et al.* (2001); Siew *et al.* (2011), and Altinoz *et al.* (2012) have reported a relationship between WFC and work-related attitudes of employees in healthcare organizations. However, only a few studies like Khalid, Irshad, & Mahmood (2012); Khan, Nawaz, Khan (2013); Mahmood, Nudrat, Asdaque, Nawaz, & Haider (2011) could be found in developing countries like Pakistan to dig out the direction and magnitude of such a relationship. This study was an effort to examine the association between the WFC and work-related attitude of nurses with stress as the mediator between the said relationships. The results support the cause-and-effect relationship as claimed. The results revealed that the relationship is significant and in the intended direction,

likewise, results supported the proposed path for the mediating role of stress. The results were found consistent with Aryee (1992) & Netemeyer *et al.* (1996) however, WFC was inversely associated with job satisfaction ( $r=-0.36$ ) implies if the greater the WFC lesser will be job satisfaction among the nurses. These results aligned with Netemeyer and Boles *et al.* (2001), thus, findings indicate that employees' problems make them irritable in the work area consequently they do not try to build good relations with each other thereby avoiding extending cooperation with fellows. The study reported a strong and positive association between work-family conflict and stress, which supports the studies of Noor (2002). The results pointed to a significant inverse relationship between stress and organizational commitment, which are very similar to the results of Sikander, Mujtaba, & Afza (2012). Further, our findings support the strong inverse relationship between stress and job satisfaction from Netemeyer and Boles *et al.* (2001). Based on our model, it is inferred that a mutual association exists between WFC and work-related attitude. Yet as discussed in the literature review that there is a possibility that the relationship between work-family conflict and work-related attitude can be mediated by stress, therefore, regression analysis was run to check the relationship between WFC and job satisfaction, results revealed that time and strain are the significant factors which affect job satisfaction the most. Results also demonstrate that behavior and strain emerged as powerful predictors, however, when stress was used as a mediator, it proved mediations between WFC and job satisfaction, on other hand, did not appear to mediate the relationship between work-family conflict and organizational commitment. This supplemented the findings of Al-Aameri (2000); Siew *et al.* (2011), and Altinoz *et al.* (2012). Thus, based on the evidence, it is concluded that stress mediates the relationship between WFC and work-related attitude. The demographic results reveal that designation; marital status, experience, and age had a significant impact on WFC and work-related attitude of nurses, which has the support from the previous studies of Rao & Malik (2012); Yildirim & Zeynep (2008) and Siew *et al.* (2011). Out of 20 hypotheses, 11 hypotheses were substantiated, which implies demographic have a powerful role in determining the work-related attitude.

## Conclusion

The purpose of the study was to find out the relationship between the WFC and work-related attitude of nurses inter alia the mediating effect of stress. An inverse relationship between work-family conflict and work-related attitude was assessed through correlation analysis while the impact was measured through regression analysis. Stress was found to be correlated with both WFC and work-related attitudes and appeared with a strong negative impact on work-related attitudes. The findings point to work-family conflict having an inverse relationship with job satisfaction. This means that work-family conflicts cause job dissatisfaction and affect performance. They become less interested in work and exhibit noncooperation. The inverse relationship between WFC and organizational commitment also explains that nurses who behave differently at work and home, and their families show apprehensions about their pre-engagement with work get much strain resulting in less commitment, absenteeism, and turnover. This finds that stress mediates the relationship between WFC and job satisfaction, it means that stress can change the association between the organizational commitment and the overall work-related attitude among the employees.

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