

ABSTRACT

This research was carried out to assess the impact of work-family conflict (WFC) on job outcomes (affective commitment, job satisfaction and stress) in shift and non-shift engineers working in plant and sugar industries of Pakistan with the mediating role of burnout. This research was based on the basic assumptions of conservation of resources (COR) theory (Hobfoll, 1989) and job demands-resources (JD-R) model (Bakker & Demerouti, 2006). Sample included 400 engineers from sugar and plant industries of Punjab with age range of 25-65 ($M = 33.66$, $SD = 8.29$). Inclusion criteria was that employee must have experience of at least two years. Research data was collected through questionnaires of work-family conflict scale (Haslam, Morwaska, & Sanders, 2012), Maslach burnout inventory (Maslach, Jackson, & Leiter, 1996), affective commitment scale (Allen & Meyer, 1990), job satisfaction scale (Spector, 1985) and perceived stress scale (Sheldon, 1994). Structural equation modelling techniques were used to test the hypothesized relationships. Statistical analysis were used to analyze data. Results showed that WFC has significant positive relation with burnout and stress and significant negative relation with affective commitment and job satisfaction. WFC significantly predicted burnout and job outcomes. Burnout was a significant mediator in the relationship between WFC and job satisfaction and affective commitment but not with stress. Results further showed that shift workers experienced more burnout than non-shift workers, while non-shift workers are more affectively committed to their organizations than shift workers and in result they are more satisfied with their jobs. Both groups did not show significant differences in work-family conflict and stress level. The study will have its implications that it would be beneficial for different industries and organization.

Keywords: Work-family conflict, Shiftwork, Burnout, Affective Commitment, Job Satisfaction, Perceived Stress.