

### Abstract

The present research was conducted to find out the role of Psychosocial correlates of Work Family Enrichment in industrial employees. The sample of the study was consisted of 500 Industrial employees (female & male), involved in industrial work and the age range of the sample was 25 to 50 years. Results indicates that Work Family Enrichment has significant positive but weak relationship with social support and Flourishing has positive significant relationship with Work Family Enrichment. Social support is negatively correlated with work engagement and has positive and strong relationship with work family Enrichment. Job autonomy has significant positive and strong relationship with flourishing and moderate relationship with work engagement, and also has a positive and strong relationship with Organization Citizenship behavior. Moreover, OCB has significant negative and moderate relationship with Work family Enrichment also has significant positive and strong correlation with social support.

Results suggest that Job autonomy has non-significant direct effect on Work Family Enrichment where as Social Support has significant direct effect on Work family enrichment.

**Keywords:** Work family enrichment, Organizational citizenship behavior, Work Engagement, Job Autonomy, Social Support.