Work-family conflict

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Work-family conflict refers to a situation where the demands of work and family roles are incompatible, causing stress and difficulties in managing both. It occurs when the time, energy, and commitment required for one role (work or family) interfere with fulfilling the other role effectively.

There are two main types of work-family conflict:

1. **Time-based conflict**: When the time dedicated to one role (work or family) is insufficient for the other. For example, long work hours might interfere with family responsibilities or family obligations might make it difficult to meet work commitments.

2. **Strain-based conflict**: When stress or emotional strain from one role negatively affects the ability to perform in the other role. For instance, stress from work might lead to irritability or exhaustion at home, or family issues could reduce focus and performance at work.

Work-family conflict can affect both personal well-being and professional performance. Balancing these two spheres often requires effective time management, support from employers, family members, and colleagues, as well as strategies to reduce stress and enhance role satisfaction in both areas.

Endoscopy nurses in China face significant work-family conflicts, where the clash between high work demands and family responsibilities markedly increases the risk of occupational fatigue. This not only affects the nurses' physical and mental health and overall well-being but also poses a threat to the quality of care and patient safety.

A study, grounded in the Conservation of Resources theory, constructs a moderated mediation model to examine the mediating role of positive coping style in the relationship between work-family conflict and occupational fatigue among endoscopy nurses in China, as well as the moderating effect of perceived social support.

A convenience sampling method was employed to select 315 endoscopy nurses from 25 tertiary hospitals across 14 provinces in China. A questionnaire survey was conducted using the Fatigue Assessment Instrument, the Work-Family Conflict Scale, the Simplified Coping Style Questionnaire,

and the Perceived Social Support Scale. The moderated mediation model was validated using Stata16.0.

Results: Our findings reveal that work-family conflict is a significant predictor of occupational fatigue, negatively impacting positive coping styles. Positive coping style, in turn, is negatively associated with occupational fatigue. Furthermore, a positive coping style partially mediates the relationship between work-family conflict and occupational fatigue, accounting for 35.52% of the total effect. Additionally, perceived social support mitigates the negative effects of work-family conflict on positive coping styles and occupational fatigue.

A moderated mediation effect exists between work-family conflict and occupational fatigue among endoscopy nurses in China, wherein positive coping style serves as a mediating variable. Perceived social support mitigates the negative impact of work-family conflict on positive coping styles while enhancing and alleviating the effect of positive coping styles on occupational fatigue. Therefore, improving endoscopy nurses' levels of perceived social support and coping strategies may help to prevent and alleviate the occurrence of occupational fatigue [1].

[1]

Zeng Z, Zhou S, Liu M, Xie G, He Y, Zhang J. The impact of work-family conflict on occupational fatigue among endoscopy nurses in China: a moderated mediation model. Front Public Health. 2024 Oct 23;12:1485143. doi: 10.3389/fpubh.2024.1485143. PMID: 39507662; PMCID: PMC11537867.

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