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**IMPACT OF WORK-FAMILY CONFLICT ON EMPLOYEES'
EXPERIENCES OF STRESS AND MOTIVATION AT WORK;
MODERATING ROLE OF ORGANIZATIONAL SUPPORT**



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ABSTRACT

The research at hand was steered and conducted to seek out the effect of Job stress and Job motivation over Wok-Family Conflict with the moderating supportive role of the organization. The study was conducted on service sector organizations in Islamabad. In order to know the effect of these independent variables over the dependent one, we collected data from different sources. The data was collected through structured and close ended questionnaires and compiled and analyzed them which has ultimately shown us dependency of one over another. The data was collected using consecutive non-probability sampling technique.

The outcomes of the exploratory study revealed that there is a positive relationship among job stress and work-family conflict and negative relationship among job motivation and work-family conflict. The organizational support moderates the connection amongst Work-Family Conflict and Work stress which decreases work stress and the organizational support moderates the relationship amid Work-family conflict and job motivation which increases job motivation.

Keywords: Work-family conflict, Family-work conflict, job stress, job motivation, organizational support, occupational stress

List of Acronyms and Abbreviations

COR Conservation of Resources Theory

FWC Family-Work Conflict

HR Human resources

JM Job Motivation

JS Job Stress

SPSS Statistical Package for Social Sciences

TI Turnover Intention

WFC Work-Family Conflict

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