

EMOTIONAL LABOUR AND PSYCHOLOGICAL DISTRESS AS PREDICTORS OF
WORK – FAMILY CONFLICT AMONG NURSES

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ABSTRACT

The study investigated emotional labour and Psychological distress as predictors of work – family conflict among nurses. Three hundred and eight female nurses participated in the study. Their age ranged between 19 years to 56 years with a mean age of 37 years. Multi-group cross sectional survey design was adopted. Carlson and Colleagues work- family conflict scale, Kruml and Geddes emotional labour scale and Kessler psychological distress scale were used for data collection. Two hypothesis were tested, namely, emotional labour will not significantly predict work-family conflict among nurses; psychological distress will not significantly predict work-family conflict among nurses. The result of the regression analysis indicates that emotional labour is not a predictor of work-family conflict. However, psychological distress was shown to be a significant predictor of work-family conflict ($\beta=.22$ $P<.001$). The implication of the results were discussed and suggested made for further study.

Keywords: Family, Conflicts, Nurses, Psychological Distress.