

RELATIONSHIP OF WORK-FAMILY CONFLICT, FAMILY-WORK CONFLICT AND PSYCHOLOGICAL DISTRESS AMONG FEMALE BANK EMPLOYEES IN PORT HARCOURT METROPOLIS, RIVERS STATE, NIGERIA

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ABSTRACT

This study investigated the joint and independent relationship of work-family conflict (WFC), family-work conflict (FWC) and psychological distress among married female bankers in Port Harcourt metropolis of Rivers State. Work and family are important domains of life. Unfortunately, demands from both domains can be so incompatible in some aspects that effective participation in one may contradict or preclude participation in the other. Data were collected from randomly selected 329 female married bankers from eight banks. The study used an instrument titled: Family-Work conflict and psychological Distress Questionnaire (FWCPDQ) to elicit information on the three variables. Data were analyzed multiple regression coefficients, ANOVA associated with multiple regression, beta values of multiple regression and t-test associated with multiple regression. Finding indicates that both WFC and FWC jointly and independently related positively with psychological distress among the female bankers. FWC related more significantly with psychological distress than WFC. Experiences of both FWC and WFC have implications on the well-being of this group of bank employees. Intervention on employee well-being should include workshops and seminars on WFC and FWC. Increased family and organizational supports are recommended to help this group of workers to balance family and improve effectiveness at work.

Keywords: Work-family conflict, family-work conflict, psychological distress, and female bank employees.