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**THE IMPACT OF WORK OVERLOAD, STRAIN AND GENDER ON  
WORK FAMILY CONFLICT WITH MODERATING ROLE OF  
SUPERVISORY SUPPORT**



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## **ABSTRACT**

The present study tries to explore and examine the relationships of work overload, strain, gender and work family conflict with moderating role of supervisory support among employees working in private organizations. This study seeks to contribute to the understandings of the work-family conflict by examining the impact of work overload and strain on work-family conflict in private organizations in Islamabad and Rawalpindi. Three hypotheses were developed to study the impact of the independent variables (work overload strain and gender) and moderating variable (supervisory support) on the dependent variable (work-family conflict). Regression analysis was used to test the hypotheses. A total of 210 questionnaires were distributed for the purpose of the present study. Based on the feedback from the 200 respondents, the study revealed that there was a positive relationship between work overload, strain, and work-family conflict. The findings of the present study will encourage further examinations of work-family conflict and the additional research may provide a greater understanding of the phenomenon. It is hoped that the information gleaned from the present study may assist the private sector organizations in designing appropriate policies and awareness programs related to work family conflict.

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