

Prediction of job attachment based on perceived organizational support, work-family conflict and psychological capital in married men with cancerMarziyeh sadat Zargari Moradi,¹ Raziye Esmaceli^{*2}**Abstract****Introduction:** Married men with cancer, in addition to dealing with the disease, may also face many financial and occupational problems, which lead to a wide range of negative emotions - hence the importance of research in the field of occupational attachment in them. he has**Research method:** In terms of the purpose, the current research is a part of applied research, and in terms of method, it is a type of correlational study. The research population included all married men with cancer who referred to Imam Hossein Hospital in Tehran in the second half of 1401, and 250 of them were selected as a sample. The tools of this research included job attachment questionnaire, perceived organizational support questionnaire, work-family conflict questionnaire and psychological capital questionnaire. This research was analyzed by simultaneous regression.**Findings:** The findings showed that each of the variables of perceived organizational support, psychological capitals, respectively 27 and 57% of job attachment positively and significantly ($p < 0.01$) and work-family conflict variable 32% of predict job attachment negatively and significantly ($p < 0.01$). Also, all three predictive variables are simultaneously able to predict job attachment to the extent of 77% in married men with cancer ($p < 0.01$).**Conclusion:** it is concluded that all three predictor variables have a key role in job attachment; Therefore, it is possible to provide solutions to improve job attachment among married men with cancer by considering the role of perceived organizational support, work-family conflict, and psychological capital.**Key words:** cancer patients, job attachment, perceived organizational support, psychological capital, work-family conflict**Received: 8/ August/ 2023****Accepted: 23/ September/ 2023****Citation:** Zargar Moradi MS, Esmaceli R. Prediction of job attachment based on perceived organizational support, work-family conflict and psychological capital in married men with cancer, Family and health, 2023; 13(3): 193-206¹ - Master of Psychology, Counseling and Psychology Department, Khatam Non-Profit University, Tehran, Iran, raha.esmaceli.94@gmail.com² - Master of Psychology, Counseling and Psychology Department, South Tehran Branch, Payam Noor University, Tehran, Iran (**corresponding author**), zargar@gmail.com, tell: 09369661541

Introduction:

Cancer is one of the serious and incurable diseases in many cases, which is considered as the second cause of death after cardiovascular diseases (1). Cancer is defined as the abnormal growth of cells that have the ability to attack or spread to other parts of the body (2). Meanwhile, married men with cancer are more under psychological and family pressures, because they have to play different roles in society and family in addition to bearing the effects of the disease and providing treatment expenses (3). On the other hand, men Married people, as the main financial provider of the family, are also faced with various work issues and problems, so addressing work challenges and related factors is very important to ensure their mental and occupational health (4). One of the job-related factors that plays a major role in this field is job attachment, which can play an important role in people's motivation to reach the desired job position(5). Therefore, paying attention to the job attachment of working men can provide them with a better working environment that not only covers their basic needs, but also promotes the needs of higher levels, i.e., better performance and higher productivity among them. 6). Job attachment is an interesting organizational and conceptual motivational variable that refers to a person's view of his job in relation to the work environment and how to combine work with a person's life (7). In general, job attachment affects both the individual and the organization. From an organizational point of view, job attachment is a key for employees and increasing production, and from an individual point of view, job attachment is a key for motivation, performance, personal growth and satisfaction in the work environment (8). Job attachment contributes to organizational effectiveness, productivity and morale of employees through direct participation of employees in their work and also by turning work into a meaningful and satisfying experience (9). Job attachment is influenced by various factors such as perceived organizational support (10).

Perceived organizational support is defined as employees' perception of how much their participation in organizations is valued, which means that their well-being is fully considered by the organization (12). In fact, perceived organizational support refers to guaranteeing help from the organization when a person faces stressful situations or has problems in doing his job effectively (13). Organizational support plays an important role in balancing life and organizational responsibilities (14). Work and family conflict can also be one of the factors affecting job attachment (15).

Work-family conflict refers to a situation where work demands prevent employees from spending time on home and family matters (16). Work-family conflict refers to an experience in which the demands of work and family interfere with each other and exceed the resources available to a person (17). Psychological capital is also one of the other factors affecting job attachment (18). Psychological capital is a person's positive state of mind, which is achieved by having self-confidence and striving to succeed in tasks; Positive thoughts about success now and in the future;

Following the goals and, if necessary, guiding the path to reach the goals is recognized and defined (19). In other words, it can be said that psychological capital is a person's positive psychological resources, which consists of four constructs: hope, self-efficacy, flexibility, and optimism, each of them as a psychological capacity or mental state. develop positively, is formed (20). Considering the importance of the role of job attachment and the predictive role of variables of perceived organizational support, work-family conflict and psychological capital on it in married people with cancer, there is still no study investigating the predictive role of these three variables simultaneously. has not focused on job attachment and only a few studies have been conducted to investigate the role of each of these three variables separately on job attachment, among which we can refer to the researches of Wong et al. Work-family on the job attachment of insurance department employees pointed out that based on the results of this study, organizations in Africa are facing an unfavorable situation in which highly committed employees experience high levels of work-family conflict and this issue has a negative effect on job attachment. they have Also, in a research, Ribeiro et al. (22) examined the impact of work-family conflicts on job attachment and the desire to leave service among employees of service organizations. The results showed that employees who feel higher work-family conflicts have lower levels of work attachment and more desire to leave the organization. Also, Imran et al. (23), in a research, investigated the effect of organizational support on employees' job attachment. This study showed that perceived organizational support has a positive relationship with employees' work engagement. Furthermore, perceived organizational support indirectly affects work engagement through work flourishing. Ren et al (24), in a study aimed at investigating the mediating role of psychological capital and professional identity in the relationship between organizational justice and job burnout among nurses, reported a statistically significant correlation between psychological capital and job burnout. In the country, Azizi et al. (25) investigated the relationship between family work conflict and teachers' job attachment in a research. The findings showed that there is a relationship between the two variables of work-family conflict and job attachment. Also, Barmaki et al. (26) investigated the relationship between counselors' job attachment and personality traits based on the mediating role of social and organizational support. The findings showed that social and organizational supports explain 38% and total variables explain 41% of job attachment changes in school counselors. Zarei (27) in a research investigated the mediating role of job attachment in the relationship between work-family conflict and perceived organizational support and intention to quit in military employees. The results showed the direct effect of work-family conflict on the intention to quit and the direct effect of perceived organizational support on the intention to quit and the mediating role of job attachment in the relationship between work-family conflict and the intention to quit.

Considering the importance of the role of job attachment in the important task of married men with cancer in financing the family and medical expenses, as well as the few researches in this field, addressing the factors affecting the job attachment of cancer patients is of particular importance. Therefore, based on this, the present study deals with the issue of whether perceived

organizational support, work-family conflict, and psychological capital can simultaneously predict job attachment?

Method

The current research is part of applied research in terms of its purpose and correlational studies in terms of method. The analysis method of this research is simultaneous regression and the data was analyzed with SPSS 25 software. The research population included all married men with cancer who visited Imam Hossein Hospital in Tehran in the second half of 1401, from among whom 260 people were selected as a sample, after removing outliers, the sample number was 250 people decreased. The following tools were used to collect data:

1- Edwards and Klipatrick's job attachment questionnaire (1984): translated and adjusted. This questionnaire has 20 questions and the answer to each question is in the form of a five-point Likert scale from very little to very much. Of course, this questionnaire first had 115 questions and then it was reduced to 20 questions. The original version of the investigation of the factor structure of this tool in order to determine the validity of the structure, which was done by its creators, shows that one main factor explains all the items with a validity of 74.16%. Also, its reliability coefficient is 0.84 based on Cronbach's alpha. In Iran, Hashemi and Jokar (2010) reported the content reliability coefficient of the questionnaire as 0.87 and the reliability of this questionnaire through two implementations in Yazd city as 0.72. In this study, Cronbach's alpha will be used to determine the reliability of this scale, and Cronbach's alpha was reported as 0.69. 2- The Work-Family Conflict Questionnaire of Netmayro et al. (1996): This questionnaire contains 10 questions, which examines the first 5 questions of work-family conflict and the second 5 questions of family-work conflict. In this questionnaire, each question is scored on a 5-point Likert scale from 1 completely disagree to 5 completely agree. The validity of the tool has been confirmed by the creators of this questionnaire in several studies. In a research, the reliability of the tool was reported as 0.87 using the test-retest method. Dabashi Nouri Pareshi and Dibaji (2015) reported the internal reliability of this scale as 0.78 using Cronbach's alpha coefficient. In the present study, the reliability of this scale was reported as 0.74 using Cronbach's alpha.

- Eisenberger et al.'s perceived organizational support questionnaire (1997): this questionnaire contains 7 questions. This scale is scored based on a 7-point Likert scale from completely disagree (1) to completely agree (7). Rhodes and Eisenberger have reported the validity of this questionnaire as favorable in several studies. In Montiano's (2009) study, the reliability of the tool was reported using Cronbach's alpha coefficient equal to 0.85. Arabzadegan (2010) measures the validity of this questionnaire by using the correlation between a general question that contains the spirit of the questionnaire with the overall score and reported its validity coefficient of 0.55, which indicates its favorable validity. Zare (1390) reported the internal reliability of this scale by calculating Cronbach's alpha coefficient equal to 0.89. In this study, in order to determine the reliability of this scale, Cronbach's alpha was used and the value of 0.82 was reported. 4- Lutans and Lutans

Psychological Capital Questionnaire (2004): This questionnaire contains 24 questions and 4 subscales of hope, resilience, optimism and self-efficacy, in which each subscale contains 6 items and the subject answers each item in the scale. A 5-point Likert scale (completely disagree to completely agree) answers. Questions 1 to 6 are related to the self-efficacy subscale, questions 7 to 12 are related to the hope subscale, questions 13 to 18 are related to the resilience subscale, and questions 19 to 24 are related to the optimism subscale. The maximum score of this questionnaire is 144 and the minimum score is 24. To obtain the score of psychological capital, first the score of each subscale was obtained separately and then their sum was considered as the total score of psychological capital. The validity and reliability of this test has been confirmed in many studies. Among others, Khosrowshahi and Hashemi Nasratabadi (2013) confirmed the validity of the questionnaire. Also, in Khosrowshahi and Hashemi Nusratabadi's research (2013), the reliability of this questionnaire was found to be 0.85 based on Cronbach's alpha. The calculated figure shows the high reliability of this questionnaire. In this study, in order to determine the reliability of this scale, Cronbach's alpha was used and the value of 0.88 was reported.

Findings

Demographic findings of the participants in the research in terms of age, the lowest frequency was between 19 to 30 years old (20 percent), 30 to 45 years old had the highest frequency (62.5 percent), and 45 to 60 years old (17.5 percent). In terms of education in the three levels below diploma and diploma, bachelor and master, respectively 29.30, 55.20 and 14.51%, as well as married men participating in the research, in terms of occupation, 38.48 and 61.52% respectively. They worked in government and non-government organizations. Also, the skewness and elongation of the variables and components are in the standard range (-2 and 2), so the distribution of the scores of the studied variables is normal, and one of the assumptions of using Pearson's correlation coefficient and simultaneous regression has been met. Table 1 shows the correlation matrix, mean and standard deviation of research variables.

Table 1. Correlation matrix, mean and standard deviation of research variables

standard deviation	mean	4	3	2	1	
2/33	28/26				1	Perceived .\ organizational support
4/69	35/55			1	.208** -0	Work-family .\ conflict
14/14	69/73		1	0/159* -	0/56**	Psychological .\ capital

11 / 33	59/43	1	.776** 0	.468** -0	0/66**	Psychological capital
---------	-------	---	-------------	--------------	--------	-----------------------

As seen in Table 1, there is a significant relationship between work-family conflict, perceived organizational support and job attachment at the level of 0.01. Also, the highest correlation was between job attachment and psychological capital ($p < 0.01$, $r = 0.777$). In order to check its other assumptions, the tolerance coefficient (more than 0.1) was used to check the non-collinearity between predictor variables and Watson camera (1.5-2.5) to check the lack of correlation between errors, which value It was confirmed in this study. The results of the simultaneous regression of the desired model, that is, the prediction of job attachment, are presented in Table 2.

Table 2. The results of multiple regression coefficients and the significance of the job attachment prediction model based on predictor variables with ANOVA test

P	R ² adj	R ²	R	F	mean of squares	degrees of freedom	of the sum of squares	The model
0.000	0/770	0/773	.7879	289/399	8532/956	3	25598/868	Regression
					29/485	255	7518/700	Remaining
						255	33117/568	Total

According to table (2), the linear regression analysis using the simultaneous method showed that the variables of perceived organizational support, work-family conflict and psychological capital can predict 77% of the job attachment variable and the significance of this model is The basis of Table 3 was checked.

Table 3. The results of predicting job attachment based on job attachment based on perceived organizational support, work-family conflict and psychological capital.

P	t	β	B	Variable
0/001	3/221		17/525	Fixed value
0/000	7/443	0/272	1/320	Perceived organizational support
0/000	-10/478	-0/320	-0/773	Work-family conflict
0/000	15/83	0/572	0/458	Psychological capitals

According to Table 3, the prediction model of job attachment based on perceived organizational support, work-family conflict and psychological capital was reported to be significant ($t = 3.221$,

$p < 0.01$), also each of the variables of perceived organizational support. psychological capital predicts 27% and 57% of job attachment positively and significantly ($p < 0.01$), respectively, and the work-family conflict variable predicts 32% of job attachment negatively and significantly ($p < 0.01$). slow

Discussion and conclusion

The results of this research showed that the variables of perceived organizational support, work-family conflict and psychological capital can predict 77% of job attachment variables, as well as the variables of perceived organizational support and psychological capital in a positive and meaningful way. ($p < 0.01$) and the work-family conflict variable negatively and significantly predicts job attachment ($p < 0.01$). This finding is consistent with the research conducted by Wong et al. (21), Ribeiro et al. (22), Imran et al. (23), Ren et al. (24), Azizi et al. (25), Barmaki et al. Zarei (27) who confirmed the predictive role of each predictor variable in this research, was in line. In explaining these findings, it can be said that cancer patients are faced with changes that have been forced in their lives, and these changes have many effects on their mental state, among which, married working people, more than Others are vulnerable. These people are facing a two-way challenge because they have to cope with a life-threatening situation and adapt to the changes that cancer has brought to their financial and occupational issues, which lead to a wide range of negative emotions in them (28). These conditions can be considered as sources for the decline of psychological capital, which is one of the factors affecting job attachment. Job attachment is the attraction of a person's heart to a certain set of tasks, in which the role of good performance is considered as a goal and as a means to achieve the goal (22), so psychological capitals, which are considered as a positive state of mind. A person is defined in order to achieve goals, it plays an important role in the job attachment of people with cancer, so that people with high psychological capital have more self-confidence and strive to succeed in their tasks. Also, positive thoughts about success in the present and future act with more commitment, energy and interest in following job duties and goals, which is an important factor in job attachment. People with high psychological capital face problems effectively, anticipate positive results, recover quickly from problems, and deal with negative situations such as illness with a better attitude. (29).

Based on the findings of this research, work-family conflict has been listed as one of the factors influencing the job attachment of employees. In industrialized societies, in most families, married men work full-time and care for their children as well as elderly family members at the same time. Performing these roles as well as family and professional management and responsibilities is difficult and exhausting for many of these people, especially patients who are also involved in cancer (30). In addition to the physical and psychological effects of cancer, long working hours and shifts, professional travel and increased expectations from work, have increased the feeling that there is not enough time for a married man with cancer, as a parent and There is no such thing as a good citizen. Based on this, the work-family conflict is one of the stressful factors caused by the

role, because this conflict shows the inconsistency and conflict between the demands and requirements of two different roles (22). Each person's time and energy are limited, so if any of these resources are consumed more in one situation (home or workplace), the person will face problems elsewhere (21). Working in this way leads to fatigue, lack of motivation and analysis of the individual's power levels and creates problems in the field of job attachment (31).

Also, according to the findings of this research, organizational support also affects people's work attachment. Cancer patients are often neglected by employers due to their illness. Half of these patients have lost their full-time jobs at the suggestion of their employers and are working in part-time and variable jobs, which has put financial problems on the shoulders of the patients, so if organizational support is agreed by the employers, married employees with To cancer, this situation is considered the organization's perception and acceptance of their conditions, rewarding their work efforts and fulfilling their emotional and social needs, general beliefs and the importance of the organization to their participation and well-being. Perceived organizational support refers to the guarantee of help from the organization when a person faces stressful situations or has problems in doing his job effectively (32). When a person feels conflicted between their work and family issues, this feeling may extend to the support they feel from the organization. It is possible that a person will become more sensitive to the organization's behavior towards himself and look for signs in the organization that show that the organization is his supporter and helper in sensitive situations and cares about his personal health. In general, organizational support plays an important role in creating a balance between work and organizational responsibilities (33). One of the problems that managers of organizations are currently facing is maintaining key and expert employees, while with the increase of organizational support, not only the organizational commitment increases, the intention to leave the organization also decreases drastically and the job attachment of employees is high. goes. In fact, perceived organizational support is related to employees' beliefs about the organization's values and its efforts to develop and meet their needs. Since human resources are one of the key success factors of an organization, it is essential to support them. Managers make every effort to recruit, develop, retain, and use human resources to utilize the skills of employees. For this purpose, the employees of the organization should be given the necessary support and they should understand this support in the real sense. The importance of supporting employees can also be considered from the perspective of organizational performance. To improve performance, employee support is an important factor in improving performance. From the perspective of social exchange theory, when employees feel that the organization involves them in different types of activities and thus values them and supports them, employees also try to respond to this organizational support with work (34). Therefore, job attachment also increases.

Research limitations

One of the limitations of this research is the use of questionnaires to evaluate the studied variables and the lack of simultaneous use of other measurement methods such as observation, interview, etc. Also, the statistical population of this research was one of the other limitations, which was limited to only married men with cancer in Tehran, and this makes it impossible to compare gender

and ethnicity. Therefore, it is suggested that in future researches, this study should be conducted with larger samples and in Repeat different cultures. Also, considering the importance of the role of employment in order to meet the expenses of treatment and family financial issues in married men with cancer, it is suggested that the governments, officials and employers make arrangements to provide the conditions of employment and work and professional life of these patients as well as healthy workers. Services should be provided to support them.

Ethical considerations

Ethical considerations of this project include: written information about this research to the participants and giving them assurance about the confidentiality of the information and its use only in research matters, voluntary participation and obtaining the written consent of the participants to participate in this It was research.

Conflict of interest

This article has no financial sponsor or conflict of interest

References:

- 1- Gonzalez A, Leon DA, Perera Y, Perez R. On the gene expression landscape of cancer. Plos one. 2023 Feb 21;18(2):e0277786. <https://doi.org/10.1371/journal.pone.0277786>
- 2- Siegel RL, Miller KD, Wagle NS, Jemal A. Cancer statistics, 2023. Ca Cancer J Clin. 2023 Jan 1;73(1):17-48. <https://doi.org/10.3322/caac.21763>
- 3- Tabarzan S, Hooman F, Bakhtiarpour S. The Mediating Role of Sexual Satisfaction in the Relationships of Body Mass Index and Spiritual Well-being with Quality of Married Life in Women with Breast Cancer: Quality of married life in women with BC. Archives of Breast Cancer. 2023;10(1):48-56. <https://doi.org/10.32768/abc.202310148-56>[in persian]
- 4- Mensah A. Job stress and mental well-being among working men and women in Europe: The mediating role of social support. International Journal of Environmental Research and Public Health. 2021 Mar 3;18(5):2494. <https://doi.org/10.3390/ijerph18052494>
- 5- Hngoi CL, Abdullah NA, Wan Sulaiman WS, Zaiedy Nor NI. Relationship between job involvement, perceived organizational support, and organizational commitment with job insecurity: A systematic literature review. Frontiers in Psychology. 2023 Jan 11;13:1066734. <https://doi.org/10.3389/fpsyg.2022.1066734>

- 6- García-Morán E, Jiang MJ, Rachinger H. Minimum Wage Effects on Job Attachment: A Gender Perspective. *Jahrbücher für Nationalökonomie und Statistik*. 2023 Jun 1(0).<https://doi.org/10.1515/jbnst-2022-0012>
- 7- Hu D, Gu Q, Zhang Y. Role modeling effects: how leader's job involvement affects follower creativity. *Asia Pacific Journal of Human Resources*. 2023 Jan;61(1):101-23.<https://doi.org/10.1111/1744-7941.12332>
- 8- Allam Z, George S, Yahia KB, Malik A. Emotional exhaustion and job satisfaction: an investigation of the mediating role of job involvement using structural equation modeling. *International Journal of Innovative Research and Scientific Studies*. 2023 Jan 2;6(1):20-7. <https://ideas.repec.org/s/aac/ijirss.html>
- 9- Daulat Dost, Hossein, Javadian, Mahsa, Jahanbakhsh, Ali Murad, Asghari, Morteza, Namjoo, Kiamarth. The causal relationship between personality traits and job stress with the quality of work life through the mediation of job attachment. *Innovation management and organizational behavior*, 1401; 2(4): 44-60. <http://doi:10.22034/jimob.2023.384143.103>[in persian]
- 10- Stephen CN. The role of perceived organizational supports and management nationality amid physical Workplace's planned quality change. *Asia Pacific Management Review*. 2023 Jun 1;28(2):132-45.<https://doi.org/10.1016/j.apmrv.2022.07.004>
- 11- Díaz-Fernández M, López-Cabrales A, Valle-Cabrera R. Strength of HRM systems and perceived organizational support as determinants of employment relationships: The perspective of HR managers and workers' representatives. *BRQ Business Research Quarterly*. 2023 Apr;26(2):121-35.<https://doi.org/10.1177/2340944420977506>
- 12- Tang Y, Wang Y, Zhou H, Wang J, Zhang R, Lu Q. The relationship between psychiatric nurses' perceived organizational support and job burnout: Mediating role of psychological capital. *Frontiers in Psychology*. 2023 Feb 21; 14: 1099687. <https://doi.org/10.3389/fpsyg.2023.1099687>
- 13- Meyers MC, Kooij D, Kroon B, de Reuver R, van Woerkom M. Organizational support for strengths use, work engagement, and contextual performance: The moderating role of age. *Applied Research in Quality of Life*. 2020 Apr;15:485-502. <https://doi.org/10.1007/s11482-018-9702-4>

- 14- Utomo HJ, Irwantoro I, Wasesa S, Purwati T, Sembiring R, Purwanto A. Investigating The Role of Innovative Work Behavior, Organizational Trust, Perceived Organizational Support: An Empirical Study on SMEs Performance. *Journal of Law and Sustainable Development*. 2023 Jun 28;11(2):e417-.<https://doi.org/10.55908/sdgs.v11i2.417>
- 15- Bachtiar H, Yulianti P. The Effect of Work Overload and Work-Family Conflict on Job Embeddedness with Emotional Exhaustion as A Mediating Variable and Coworker Support as A Moderation Variable. *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)*. 2023 May 9;6(2):446-70.<https://doi.org/10.31538/ijse.v6i2.2825>
- 16- Isa M, Indrayati N. The role of work–life balance as mediation of the effect of work–family conflict on employee performance. *SA Journal of Human Resource Management*. 2023 Mar 30;21:10.<https://doi.org/10.4102/sajhrm.v21i0.1910>
- 17- Yucel D, Chung H. Working from home, work–family conflict, and the role of gender and gender role attitudes. *Community, Work & Family*. 2023 Mar 15;26(2):190-221.<https://doi.org/10.1080/13668803.2021.1993138>
- 18Lim WM, Cabral C, Malik N, Gupta S. How does ethical climate enhance work–family enrichment? Insights from psychological attachment, psychological capital and job autonomy in the restaurant industry. *International Journal of Contemporary Hospitality Management*. 2022 Nov 8;35(5):1713-37.<https://doi.org/10.1108/IJCHM-03-2022-0383>
- 19- Luthans F, Youssef-Morgan CM. Psychological capital: An evidence-based positive approach. *Annual review of organizational psychology and organizational behavior*. 2017 Mar 21;4:339-66.<https://doi.org/10.1146/annurev-orgpsych-032516-113324>
- 20- Lie D, Saraswati KD, Lie DS. Work Engagement Influences Affective Commitment: Psychological Capital and Perceived Organisation Support As Moderators. *Journal of Indonesian Economy and Business*. 2023 May 1;38(2):119-32.<https://doi.org/10.22146/jieb.v38i2.6821>
- 21- Wang X, Zhang Z, Chun D. How does mobile workplace stress affect employee innovative behavior? The role of work–family conflict and employee engagement. *Behavioral Sciences*. 2021 Dec 22;12(1):2.<https://doi.org/10.3390/bs12010002>
- 22- Ribeiro N, Gomes D, Oliveira AR, Dias Semedo AS. The impact of the work-family conflict on employee engagement, performance, and turnover intention. *International*

Journal of Organizational Analysis. 2023 Jan 31;31(2):533-49. <https://doi.org/10.1108/IJOA-02-2021-2646>

23- Imran MY, Elahi NS, Abid G, Ashfaq F, Ilyas S. Impact of perceived organizational support on work engagement: Mediating mechanism of thriving and flourishing. *Journal of Open Innovation: Technology, Market, and Complexity*. 2020 Sep 1; 6(3): 82. <https://doi.org/10.3390/joitmc6030082>

24- Ren Z, Zhang X, Li X, He M, Shi H, Zhao H, Zha S, Qiao S, Li Y, Pu Y, Fan X. Relationships of organisational justice, psychological capital and professional identity with job burnout among Chinese nurses: A cross-sectional study. *Journal of Clinical Nursing*. 2021 Oct;30(19-20):2912-23. <https://doi.org/10.1111/jocn.15797>

25- Azizi, Karim and Shahnoorian, Hamed and Azimi, Ali and Akbari, Shahrbanu, 2018, the relationship between work-family conflict and job attachment (primary education teachers in Mahmoudabad city), 4th National Conference on New Approaches in Education and Research, Mahmoudabad. <https://civilica.com/doc/981891>[in persian]

26- Barmaki, Hajar, Parsa Moin, Korosh, Kalantari, Mehdi. Presenting the job attachment model of counselors based on personality traits with the mediation of social and organizational support in Tehran schools. *Scientific Journal of Social Psychology*, 2018; 7(53): 13-23. <https://dorl.net/dor/20.1001.1.23455098.1398.7.53.2.4>[in persian]

27- Zarei, Salman. The mediating role of job attachment in the relationship between work-family conflict and perceived organizational support with employees' intention to leave. *Psychotherapy Culture and Counseling*, 2018; 10 (37): 171-198. <https://doi:10.22054/qccpc.2019.35350.1949>[in persian]

29- Rostami, M., sameti, N., Mirzadeh Noghabi, H. R., Amini Aghbolaghi, R. Mediating Role of Work-family Conflict and Organizational Loyalty on relationship of Work Spirituality and Psychological Capital with Job Involvement. *Career and Organizational Counseling*, 2022; 14(3): 9-36. doi: 10.29252/jcoc.2022.229026.1205. <https://doi:10.29252/JCOC.2022.229026.1205>[in persian]

30- Labrague LJ, Obeidat AA. Transformational leadership as a mediator between work-family conflict, nurse-reported patient safety outcomes, and job engagement. *Journal of Nursing Scholarship*. 2022 Jul;54(4):493-500. <https://doi.org/10.1111/jnu.12756>

- 31- Qiu C. Work-family conflict and well-being in Chinese preschools context: Burnout and resilience as mediators. *International Journal of Education and Humanities*. 2023;6(2):111-7. <https://doi.org/10.54097/ijeh.v6i2.3650>
- 32- Gordon S. Organizational support versus supervisor support: The impact on hospitality managers' psychological contract and work engagement. *International Journal of Hospitality Management*. 2020 May 1;87:102374. <https://doi.org/10.1016/j.ijhm.2019.102374>
- 33- Irfan M, Khalid RA, Kaka Khel SS, Maqsoom A, Sherani IK. Impact of work-life balance with the role of organizational support and job burnout on project performance. *Engineering, Construction and Architectural Management*. 2023 Feb 27;30(1):154-71. <https://doi.org/10.1108/ECAM-04-2021-0316>
- 33- Al-Omar HA, Arafah AM, Barakat JM, Almutairi RD, Khurshid F, Alsultan MS. The impact of perceived organizational support and resilience on pharmacists' engagement in their stressful and competitive workplaces in Saudi Arabia. *Saudi Pharmaceutical Journal*. 2019 Nov 1;27(7):1044-52. <https://doi.org/10.1016/j.jsps.2019.08.007>