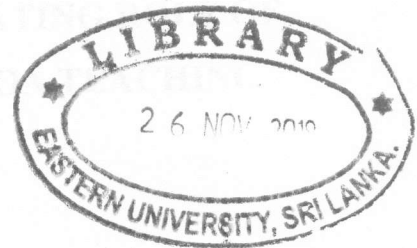


**PERCEIVED FAMILY-SUPPORTIVE WORK CULTURE AS AN  
ANTECEDENT OF JOB STRESS: THE MEDIATING ROLE OF  
WORK-FAMILY CONFLICT IN BATTICALOA TEACHING  
HOSPITAL**



**By**

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## ABSTRACT

This study tested the mediating effect of work-family conflict on the relationship between family-supportive work culture and job stress in Batticaloa Teaching Hospital. Stress can challenge a healthcare workers' ability to provide services and maintain personal and professional relationships with each other and with their clients. This study was implemented with of three dimensions of work place culture namely Managerial support, Career consequences and Organizational time demands and employees' job stress is as the dependent variable such as time pressure and anxiety. Work-family conflict as a mediator between the two variables. This study eliminates the empirical knowledge gap in the Batticaloa Teaching Hospital regarding this topic.

The quantitative study conducted based on primary data which were collected among employees of Batticaloa Teaching Hospital by using 240 self-administrated questionnaire, five point Likert scale was assigned to measure the variables. The collected data were analyzed by using univariate, bivariate and multivariate techniques.

The findings reveal that the Work-family conflict and job stress are in high level among the respondents of hospital and Family-supportive work culture is in low level among the respondents. The analyses stated the negative relationship between Family-supportive work culture and employees' job stress, the strong positive relationship between the Family-supportive work culture and work-family conflict and the strong negative relationship between Family-supportive work culture and work-family conflict. The partially mediating effect of work-family conflict on the relationship between workplace culture and job stress.

Consequently, these research findings have provided some useful insight and feedback to educators and policy makers to improve and understanding of hospital employee's job stress.

**Keywords:** Family-supportive work culture, work-family conflict, job stress.

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