

The Impact of Job Demands and Job Resources on Work Family Conflict: A Conceptual Framework for Research

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Busy schedules in this contemporary world widen the boundaries between family life and work life, which created Work Family Conflict and has become a prevalent issue among individuals. Even though there are considerable amount of studies conducted on this area, there remain few empirical and theoretical findings on extending the Job Demands- Resource theory in to work family domain, especially in the Asian context. Further, this concept paper propose the mediation effect of emotional exhaustion on the relation between job demands and job resources on work family conflict and propose the moderation effect of job demands and job resources. A conceptual model is proposed at the end of the paper that enables the future researchers to test empirically in different environments. The significance of this paper is, it proposes the mediating effect of emotional exhaustion, which has not been examined to explain the relationship between job demands and job resources with work family conflict in the previous research studies while advising managers to find what factors make employees less exhausted and enjoy their work that reduce work family conflict.

Keywords: *Work family conflict, Job demands, Job resources, Emotional exhaustion*

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