

Abstract

This study aimed at investigating the relationships of the qualities of paid worker, spousal, and parental roles with psychological distress, and examining any positive or negative home-to-work spillover effects as well as the effects of various moderating factors (role centrality, gender role orientation, and spousal support) on role-health relationship. 239 Chinese social workers participated in this study. Instruments included the General Health Questionnaire (GHQ), the Role Quality Scale, an item that measures the importance of each social role, the Bem's Sex Role Inventory, and the Social Support Questionnaire. Results showed that (1) only paid worker role quality, but not spousal or parental role quality, was a good predictor of psychological distress; (2) in general, no positive or negative home-to work spillover effect was found, but there was a negative spillover from spousal role to paid worker role in increasing psychological distress; (3) role centrality did not exacerbate role concerns and psychological distress; (4) gender role orientation did not buffer paid worker role concerns or reduce psychological distress; and (5) spousal support buffered poor spousal quality and psychological distress.