

## Abstract

The effect of role salience in relations to inter-role conflict and well-being was assessed. This study contributed to previous research by providing a more comprehensive view on role salience in terms of job, marital and parental roles through considering its direct effect on inter-role conflict and well-being, and its moderating effect to the inter-role conflict and well-being linkage. From a sample of one hundred and thirty two Chinese women, the results supported a main effect of role salience to well-being, and a domain specificity relationship between the roles and satisfaction outcomes was confirmed. However, contrary to the findings of previous research, the direct effect of role salience to inter-role conflict was not found. In addition, role salience was found to moderate effect of the relationship between inter-role conflict and life satisfaction. Contrary to predictions, role salience was shown to buffer the negative effect of inter-role conflict to well-being, rather than an exacerbating effect. Among the different life roles, parental role salience was found to be the most significant one in minimizing the detrimental impact of inter-role conflict. Possible explanations and directions for further studies were discussed.