

Abstract

This paper was to explore the relationship between role conflict, commitment and satisfaction in work-family context. Seeing that one's perceived attitude is reflected by three-component model of organizational commitment, this study investigated its buffering effect on individual's role well-being from within-domain, cross-domain, and work-family balance perspectives. A total of 85 participating working mothers responded to written questionnaires. By performing correlation and hierarchical regression analyses, supporting evidence for the moderating effects of commitment on the relationship between conflict and satisfaction were indicated. Furthermore, the result showed a quadratic interaction of relative commitment under work-family balance. These findings suggested the importance of commitment for working mothers to cope with the incompatible demands and achieve role quality in work-family context.