

Oral Presentation

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How psychosocial safety climate indirectly affects the psychological health of working couples?

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Background: The study aimed to investigate the effect of psychosocial safety climate (PSC) on job demands, work-family conflict (WFC), family-work conflict (FWC), and psychological health. First, the study proposed that PSC moderates the association between job demands and WFC for both husband and wife. Second, the study predicted FWC mediates the relationship between WFC and depression through the “crossover” process.

Methods: The study design used a multi-source sample that involved 350 teachers and their working spouses (n = 700).

Results: For the teacher’s sample, the hierarchical regression analysis showed that PSC moderates the relationship between physical demand and WFC of behavior-based ($\beta = 0.107, p < 0.05$) and strain-based ($\beta = 0.109, p < 0.05$). The results also found that PSC moderates the relationship between emotional demand and WFC of time-based ($\beta = 0.103, p < 0.05$). Next, the analysis found that PSC moderates the association between cognitive demand and WFC of strain-based ($\beta = 0.179, p < 0.05$). For the spouse’s sample, the analysis showed PSC moderate the relationship between physical demand and WFC of strain-based ($\beta = 0.091, p < 0.05$). The analysis also showed that FWC mediated the relationship between WFC and depression among husband and wife.

Conclusions: Overall, this study added crucial knowledge to the existing literature by determining the effect of PSC on individuals’ and others’ psychological health through the crossover process.

Keywords: Psychosocial safety climate; Job demands; Work-family conflict; Family-work conflict; Depression