

## **Mediating Effect of Work-family Conflict on the Relationship between Job Insecurity and Employee Well-being**

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**ABSTRACT** Job insecurity has received a considerable amount of research attention in recent years. The purpose of the present paper is to examine the mediating role of work-family conflict on the relationship between job insecurity and employee well-being and investigate gender differences in these relationships. The researchers focus on the cognitive component of employee well-being, and measure the concept by job satisfaction and life satisfaction. Using a sample of 283 employees (145 males and 138 females) from 15 companies in Guangzhou, the paper investigates that work-family conflict partially mediated the relationship between job insecurity and job satisfaction as well as that between job insecurity and life satisfaction. Further, a multi-group analysis indicated that the path coefficients significantly differed between female and male employees in main land China.