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Title: Work-Family Conflict and its Impact on Well-Being among Turkish Employees

Abstract: This study analyzes around 1600 Turkish employees from the 2004 European Social Survey (ESS) data. Specifically, it tests the effect of work-family conflict on the well-being (such as life satisfaction, relationship satisfaction and mental health) of Turkish employees. Additionally, this study tests whether these effects are moderated by gender, parenthood and gender ideology. The results suggest that work-family conflict is negatively correlated with life satisfaction, relationship satisfaction and mental health. The negative effect of work-family conflict on mental health and relationship satisfaction is stronger among parents compared to those without a child. In addition, the negative effect of work-family conflict on life satisfaction and relationship satisfaction is stronger among those with more egalitarian gender ideology. Finally, the negative effect of work-family conflict on mental health is stronger among men compared to women.