

Investigating the relationship between the staff social intelligence with their family – work conflict and job satisfaction in Baft township departments

Authors:

**Ali Khajeh and
Iqbal Paktinat**

Institution:

Department of Public
Management, Sirjan Branch,
Islamic Azad University,
Sirjan, Iran.

Corresponding author:

Iqbal Paktinat

ABSTRACT:

This investigation was designed to investigate the relationship between the staff social intelligence with their family – work conflict and job satisfaction in Baft township departments. This inquiry was an applied analysis with correlation based methodology. The population comprised many organization employees, with up to 1661 individuals in 2015. The sample includes 312 subjects based on Krejcie and Morgan table (1970), which were chosen in proportionate stratified random sampling. The data gathering tools were according to three standard questionnaires. The findings show that:

- The staff social intelligences (also its components) are inversely and significantly related to their family –work conflict.
- The staff social intelligence (also its components) is directly and significantly related to their job satisfaction.
- The staff job satisfaction is inversely related to their family-work conflict.

Meanwhile, in order to improve the personal social intelligence, decreasing their family-work conflict and promoting their job satisfaction, some constructive recommendations were offered to the relevant authorities.

Keywords:

Social intelligence, family-work conflict, job satisfaction, Baft township