

**Work-Family Conflict, Job Satisfaction & Psychological Well-Being in
African American Nurses Attending College**

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Trina L. Gipson-Jones, PhD, RN has no known conflict of interest to disclose.

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Abstract

This secondary data analysis was a re-examination of a quantitative, descriptive, cross-sectional study of consenting African American nurses ($N = 51$) attending college. The inclusion criteria for the study were nurses who were:

1. Licensed practical nurses (LPNs) or registered nurses (RNs).
2. A currently enrolled student.
3. A mother and spouse/significant other.
4. Currently employed.
5. Identified as an African American.

The study took place at four colleges or universities in the southeastern United States. This study's primary goal is to determine whether positive or negative work-to-family spillover was significantly predictive of psychological well-being after controlling for the level of job satisfaction reported by the nurses. The researcher hypothesized negative work to family spillover would be the best predictor of psychological well-being. Using a hierarchical multiple regression on overall psychological well-being using a total score on the Ryff (1989) 14-item Psychological Well-Being scale, the researcher found negative work-to-family spillover was significantly predictive of general psychological well-being after controlling for job satisfaction (R^2 change = 0.21; F for change (1,48) = 12.86; $p = .001$; $\beta = 0.09$, $p = 0.507$) in these nurses. These findings indicate that negative work-to-family spillover significantly impacts African American nurses' psychological well-being. Qualitative studies of the work-to-family interface support this study's conclusions (Gipson-Jones, 2005, 2009, 2017). Current findings (Gipson-Jones, 2020) are similar to the results of Zurlo and associates (2020) and Cottingham et al. (2020). The implications of this study suggest researchers must tailor the workplace and school environments to reduce negative work-to-family spillover and promote psychological well-being in minority nurses who are balance work, school, and family.

Key words: African American, nurses, work-family conflict, psychological well-being

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