Title:
The Investigation the Effect of Social Support on Work-Family Conflict with Moderating Role of 5 Personality Traits in Sepahan Rolling Tube & Profile Co

Abstract:
The main objective of this study was to the Investigation the Effect of Social Support on Work-Family Conflict with Moderating Role of 5 Personality Traits in Sepahan Rolling Tube & Profile Co. This study considering the nature is cross-correlation and according to the purpose and condition was the field method. The population of the study is employees of Sepahan Rolling Tube & Profile Co which there are 130 people were reported in 1396. Due to the size of population and Morgan sample table, sample size were obtained 97 person. The instrument used in this study was questionnaire that for Work-family conflict used Ordmar et al. (2014) and the social support of the standard questionnaire and NEO personality type questionnaire were used for personality was used. The validity confirmed by the principles and components of scientific and Supervisor comments. Cronbach's alpha was used to assess the reliability of questionnaires that for questionnaire obtain over 0.7 which is acceptable. The results of this study showed that perceived organizational support is affected work-family conflict with the role of personality disorderly moderator. Also, family-supported policies affect work-family conflict with the role of moderating duty, neuroticism and accepting experience.

Keywords:
Personality, work-family conflict, social support, perceived organizational support, family-supported policies. Family-supported organization climate