

Clinical Trial Protocol

Iranian Registry of Clinical Trials

03 Aug 2026

Designing and Evaluating of Multimedia Education Intervention on Factors Affecting Work-Family Conflict and its Consequences in Married Female Employees

Protocol summary

Study aim

Determining the effect of Multimedia Education Intervention on Factors Affecting Work-Family Conflict and its Consequences in Married Female Employees of Comprehensive Health Services Centers in Bushehr and Borazjan cities.

Design

Clinical trial with control group, randomized, educational intervention on 60 people and follow-up for 6 months.

Settings and conduct

Among the two cities of Bushehr and Borazjan, Bushehr was randomly selected as the intervention group. Of the volunteers who met the inclusion criteria, 60 volunteers from each of the two cities were randomly selected to participate in the study. Data will be collected at three time points before the intervention, one month and three months after the intervention.

Participants/Inclusion and exclusion criteria

Inclusion criteria: married female employees working in integrated healthcare services in two cities – Bushehr and Borazjan who consented to participate in the study; at least 3-years or more work experience; married for 3 years or more; at least one child; and educated to at least a higher education diploma level. Exclusion criteria: withdrew from the study after consent; did not complete the questionnaires; became ill or pregnant during the study; or did not have the consent of their spouse.

Intervention groups

intervention group: Married female employees of comprehensive health service centers, their Coworker, Superior and spouses. Control group: No intervention

Main outcome variables

work-family conflict.

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20131014015015N20**

Registration date: **2021-11-15, 1400/08/24**

Registration timing: **retrospective**

Last update: **2021-11-15, 1400/08/24**

Update count: **0**

Registration date

2021-11-15, 1400/08/24

Registrant information

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Name of organization / entity

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Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2021-04-30, 1400/02/10

Expected recruitment end date

2021-11-01, 1400/08/10

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

Designing and Evaluating of Multimedia Education Intervention on Factors Affecting Work-Family Conflict and its Consequences in Married Female Employees

Public title
Multimedia education to impact work-family conflict and its consequences

Purpose
Supportive

Inclusion/Exclusion criteria
Inclusion criteria:
Married female employees of comprehensive urban health service centers in Bushehr and Borazjan cities. At least 3 years of work experience- Duration of marriage 3 years or more- Minimum diploma education- Having at least 1 child
Exclusion criteria:
Exclusion criteria for the data analyses were those who: withdrew from the study after consent; did not complete the questionnaires; became ill or pregnant during the study; or did not have the consent of their spouse.

Age
No age limit

Gender
Female

Phase
N/A

Groups that have been masked
No information

Sample size
Target sample size: **120**

Randomization (investigator's opinion)
Randomized

Randomization description
Simple randomization

Blinding (investigator's opinion)
Not blinded

Blinding description

Placebo
Not used

Assignment
Other

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee

Ethics committee of Shiraz University of Medical Sciences

Street address

Central building of Shiraz University of Medical Sciences, Zand St. Shiraz

City

Shiraz

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Fars
Postal code
71345-1978
Approval date
2020-02-02, 1398/11/13
Ethics committee reference number
IR.SUMS.REC.1398.1282

Health conditions studied

1

Description of health condition studied

ICD-10 code

ICD-10 code description

Primary outcomes

1

Description

work-family conflict.

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

Carlson' Work-Family Conflict Questionnaire

Secondary outcomes

1

Description

Core self-evaluation

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

Core self-evaluation Questionnaire

2

Description

Coworker social support

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

Coworker social support Questionnaire

3

Description

Supervisor social support

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

□ Supervisor social support Questionnaire

4

Description

spouse social support

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

spouse social support Questionnaire

5

Description

Quality of working life

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

Quality of working life Questionnaire

6

Description

Marital Satisfaction

Timepoint

Before the intervention, 1 month and 6 months after the intervention.

Method of measurement

Hudson' Marital Satisfaction Questionnaire

Intervention groups

1

Description

Intervention group: Multimedia educational content The multimedia educational content was provided in 4 educational packages to improve core self-evaluation features in the female employees, and to reinforce social support provided by coworkers, officials and spouses. These educational packages included the following parts: Female Employees (The role of individual characteristics in reducing work-family conflict). This package comprised five elements: Definition of work-family conflict and problems caused by it; self-esteem and ways to improve it; self-efficacy and ways to increase it; locus of internal control and ways to reinforce it; and neuroticism and ways to deal with it. Coworkers (The role of coworker support in reducing work-family conflict). This package had three parts: Definition of work-family conflict and problems caused by it; definition of social support and its advantages; how social support provided by coworkers can reduce work-family conflict and ways to increase positive relationships. Supervisors (The role of supervisor support in reducing work-family conflict). This package consisted of three parts: Definition of work-family conflict and problems caused by it; definition of social support and its advantages; how social support provided by a supervisor can reduce work-family conflict and ways to increase it. Spouses (The role of spouse support in reducing work-family conflict). This package had three parts: Definition of work-family conflict and problems caused by it; definition of social support and its

advantages; how social support provided by spouse can reduce work-family conflict and ways for men to support their wives.

Category

Lifestyle

2

Description

Control group: Among the two cities of Bushehr and Borazjan, Borazjan was randomly selected as the control group. There was no intervention in the control group.

Category

Lifestyle

Recruitment centers

1

Recruitment center

Name of recruitment center

Shahid Beheshti Comprehensive Health Service Center

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Sponsors / Funding sources

1

Sponsor

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Grant name

Grant code / Reference number

Is the source of funding the same sponsor organization/entity?
No

Title of funding source
دانشگاه علوم پزشکی شیراز

Proportion provided by this source
100

Public or private sector
Public

Domestic or foreign origin
Domestic

Category of foreign source of funding
empty

Country of origin

Type of organization providing the funding
Academic

Person responsible for general inquiries

Contact

Name of organization / entity
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Full name of responsible person
Farzaneh Noroozi

Position
PhD student of Health Education and Promotion

Latest degree
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Other areas of specialty/work
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Person responsible for updating data

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Sharing plan

Deidentified Individual Participant Data Set (IPD)

No - There is not a plan to make this available

Justification/reason for indecision/not sharing IPD

The results of the data are published as an article so there is no need to publish it alone.

Study Protocol

No - There is not a plan to make this available

Statistical Analysis Plan

Not applicable

Informed Consent Form

No - There is not a plan to make this available

Clinical Study Report

Not applicable

Analytic Code

No - There is not a plan to make this available

Data Dictionary

No - There is not a plan to make this available