Clinical Trial Protocol
Iranian Registry of Clinical Trials

07 Nov 2026

The effectiveness of acceptance and commitment therapy on work-family conflict, quality of work life, and psychological well-being among nurses.

Protocol summary

Study aim
Determining the effectiveness of acceptance and commitment therapy on work-family conflict, quality of work life, and psychological well-being

Design
A controlled clinical trial with parallel groups, single-blind, randomized, on 30 nurses. The rand function of Excel software was used for randomization.

Settings and conduct
This study is a quasi-experimental study with a pretest-posttest design and a control group in hospitals in Ahvaz. Participants are randomly assigned to intervention and control groups, and ACT sessions are held in the workplace or affiliated clinics.

Participants/Inclusion and exclusion criteria
Inclusion criteria: Nurses working in Ahvaz hospitals with at least 1 year of work experience Having experience of work-family conflict (based on the questionnaire score) Willingness to participate in the research and regular attendance at sessions Exclusion criteria: Severe psychiatric disorders or use of psychotropic drugs Concurrent participation in other psychotherapy interventions Absence of more than 2 sessions from the treatment program

Intervention groups
Intervention group (test): Nurses who participate in structured ACT sessions. These sessions usually last between 8 and 12 sessions. In these sessions, acceptance skills, mindfulness, and commitment to values are taught. Control group: Nurses who do not receive the ACT intervention. This group may be on a waiting list or continue usual care. The purpose of this group is to compare the results with the intervention group.

Main outcome variables
Work-family conflict: the degree of conflict between nurses' job and family responsibilities; Quality of work life: job satisfaction, organizational commitment, and reduced burnout; Psychological well-being: reduced symptoms of anxiety and depression, and increased psychological flexibility.

General information

Reason for update

Acronym

IRCT registration information
IRCT registration number: **IRCT20250609066148N1**
Registration date: **2025-08-16, 1404/05/25**
Registration timing: **prospective**

Last update: **2025-08-16, 1404/05/25**
Update count: **0**

Registration date
2025-08-16, 1404/05/25

Registrant information
Name
Parisa Abdollahi
Name of organization / entity
Country
Iran (Islamic Republic of)
Phone
+98 61 4355 9404
Email address
parisa.abdollahi7478@gmail.com

Recruitment status
Recruitment complete

Funding source

Expected recruitment start date
2025-09-10, 1404/06/19

Expected recruitment end date
2026-03-19, 1404/12/28

Actual recruitment start date
empty

Actual recruitment end date
empty

Trial completion date
empty

Scientific title
The effectiveness of acceptance and commitment therapy on work-family conflict, quality of work life, and psychological well-being among nurses.

Public title
The effectiveness of acceptance and commitment therapy on work-family conflict, quality of work life, and psychological well-being

Purpose
Education/Guidance

Inclusion/Exclusion criteria

Inclusion criteria:
Informed consent Nursing community Absence of acute mental health problems

Exclusion criteria:
Presence of a severe mental problem

Age
From **18 years** old to **40 years** old

Gender
Both

Phase
N/A

Groups that have been masked

- Participant
- Outcome assessor
- Data analyser

Sample size
Target sample size: **30**

Randomization (investigator's opinion)
Randomized

Randomization description
Participants are randomly assigned to two groups (intervention and control) using the RAND function in Excel software or a random number table (taking into account entry criteria such as age, work experience, and severity of work-family conflict to maintain balance between groups).

Blinding (investigator's opinion)
Single blinded

Blinding description
In this study, single-blinding is implemented as follows: Participants are unaware of their assigned group (experimental/control) until the end of the intervention. Outcome assessors (who collect the final questionnaires) are unaware of the sample grouping and receive data with non-identifiable codes. Therapists are not blinded due to the non-pharmacological nature of the intervention (ACT) and are aware of the grouping. The data analyst is unaware of the group assignment until the end of the primary analysis (data are analyzed with encrypted codes).

Placebo
Not used

Assignment
Parallel

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee
Ethics Committee of Islamic Azad University, Ahvaz Branch

Street address
Islamic Azad University Ahvaz Branch، Farhangshahr، Golestan Highway

City
Ahvaz

Province
Khouzestan

Postal code
3733361349

Approval date
2025-07-28, 1404/05/06

Ethics committee reference number
IR.IAU.AHVAZ.REC.1404.187

Health conditions studied

1

Description of health condition studied
Work-family conflict and job stress in nurses.

ICD-10 code
Z73.0

ICD-10 code description
Burn-out

Primary outcomes

1

Description
Quality of work life

Timepoint
At the beginning of the study (before the intervention began) and two months later (when the intervention ended)

Method of measurement
Short Form Quality of Life Scale (Questionnaire)

2

Description
Work-family conflict

Timepoint
At the beginning of the study (before the intervention began) and two months later (when the intervention ended)

Method of measurement
Work-Family Conflict Questionnaire (WFCS)

3

Description
Psychological well-being
Timepoint
At the beginning of the study (before the intervention began) and two months later (when the intervention ended)
Method of measurement
Psychological well-being

Secondary outcomes

empty

Intervention groups

1

Description
Intervention group: The statistical population of the study will include nurses in Ahvaz city, among whom a sample of 30 people will be selected using the convenience sampling method and after meeting the inclusion criteria, they will be assigned to two groups of 15 people. The intervention will consist of 8 90-minute group sessions based on the standard ACT protocol, which focuses on 3 main parts: acceptance and mindfulness (reducing experiential avoidance), identification of values (setting personal and professional life goals).
Category
N/A

2

Description
Control Group: Description of the control group: Nurses who did not receive any ACT intervention and only completed the usual study assessments (pre-test and post-test). They continued their daily work and personal activities without change. After the end of the study, they were given the opportunity to receive the intervention if they wished. (This design allows for a precise comparison of the effects of ACT.)
Category
N/A

Recruitment centers

1

Recruitment center
Name of recruitment center
Islamic Azad University, Ahvaz Unit
Full name of responsible person
Fatemeh Sadat Marashian
Street address
Islamic Azad University Ahvaz Branch، Farhangshahr، Golestan Highway
City
Ahvaz
Province
Khouzestan
Postal code
3733361349
Phone
+98 61 3334 8420
Email
info@iauahvaz.ac.ir

Sponsors / Funding sources

1

Sponsor
Name of organization / entity
Islamic Azad University
Full name of responsible person
Pejman Taghipour Birgani
Street address
Islamic Azad University Ahvaz Branch، Farhangshahr، Golestan Highway
City
Ahvaz
Province
Khouzestan
Postal code
3733361349
Phone
+98 61 3334 8420
Email
info@iauahvaz.ac.ir
Grant name
Grant code / Reference number
Is the source of funding the same sponsor organization/entity?
Yes
Title of funding source
Islamic Azad University
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
Islamic Azad University
Full name of responsible person
Parisa Abdollahi
Position
Student
Latest degree
Bachelor
Other areas of specialty/work
Psychology

Street address
No. 38, Shahid Sabahi Far Alley, (West 10) Emmet Street
City
Ramhormoz
Province
Khouzestan
Postal code
۶۳۸۴۱۱۷۰۰۱
Phone
+98 61 4355 9404
Fax
Email
parisa.abdollahi7478@gmail.com

Person responsible for scientific inquiries

Contact
Name of organization / entity
Islamic Azad University
Full name of responsible person
Parisa Abdollahi
Position
Student
Latest degree
Bachelor
Other areas of specialty/work
Psychology
Street address
No. 38, Shahid Sabahi Far Alley, (West 10) Emmet Street
City
Ramhormoz
Province
Khouzestan
Postal code
۶۳۸۴۱۱۷۰۰۱
Phone
+98 61 4355 9404
Fax
Email
parisa.abdollahi7478@gmail.com

Person responsible for updating data

Contact
Name of organization / entity
Islamic Azad University
Full name of responsible person
Parisa Abdollahi
Position
Student
Latest degree
Bachelor
Other areas of specialty/work
Psychology
Street address
No. 38, Shahid Sabahi Far Alley, (West 10) Emmet Street
City
Ramhormoz
Province
Khouzestan
Postal code
۶۳۸۴۱۱۷۰۰۱
Phone
+98 61 4355 9404
Fax
Email
parisa.abdollahi7478@gmail.com

Sharing plan

Deidentified Individual Participant Data Set (IPD)
Undecided - It is not yet known if there will be a plan to make this available
Study Protocol
Undecided - It is not yet known if there will be a plan to make this available
Statistical Analysis Plan
Not applicable
Informed Consent Form
Undecided - It is not yet known if there will be a plan to make this available
Clinical Study Report
Not applicable
Analytic Code
Not applicable
Data Dictionary
Not applicable