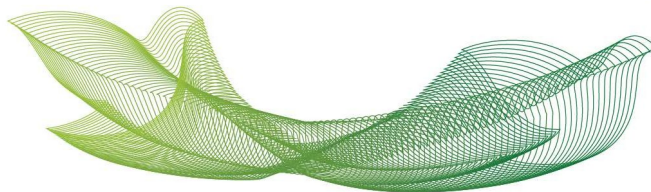


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Resumo	Family-work conflict and enrichment are closely related processes. This study used the Work-Family Resources Model to investigate the direct effects of a demand (perceived work demands) and a contextual job resource (social support at work) on an outcome in the family (flourishing in the family), as well as the mediating role of a personal resource (positive psychological capital) and the moderating role of a macro resource (organizational culture associated with the



employees' values of satisfaction and wellbeing) in these relationships. The sample consisted of 1052 Brazilian workers of both sexes (72.5 % women) from 50 organizations. The results found in Multilevel Structural Equation Modeling provided empirical support for the model by confirming the relationships that were tested. These findings entail important theoretical and practical implications for the family-work relationship, in demonstrating how the different processes imbricated in the work-family interface can occur, and how they can contribute to the quality of life in the family context.

Fomento
