ABSTRACT
More and more enterprises start to notice flexibility in human resources management and job design utilization importance. Therefore, this study was to explore the possibility of flexible working hours, employees work through the balance of the family and thus enhance their job performance. The study conducted a questionnaire of survey, mail the questionnaire object to government agencies and enterprise (financial insurance business, science and technology industry, manufacturing industry, service industry, tourism) business unit staff. This study issued a total of 400 questionnaires, and the effective questionnaire has 281 questionnaires, effective sample recovery was 70.2%. The results showed that: 1) Flexible working hours on work performance have a positive impact. 2) Flexible working hours on work-family balance relationship is not significant. 3) Work-family balance for the job performance had a positive impact. (4 Work-family balanced for flexible working hours and job performance were not had a mediating effect. The study of the main contribution of is to prove the flexible working hours, work-family balance both for the job performance had significant effect, the study of the results can be used as reference when Taiwan's enterprises of thinking to improve the performance of employees.

Keywords: flexible work hour, work-family balance, job performance