

# The Relationship between Singles-friendly Work Culture and Job Satisfaction: The Mediating Role of Work-family Conflict

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## ABSTRACT

This study were tested with data from samples of hospital nurses in Taiwan(N =293). Result, singles-friendly work culture was non-significant relationships with work-family conflict. Work-family conflict was significant negative relationships with job satisfaction. Singles-friendly work culture was significant positive relationships with job satisfaction. Work-family conflict would not mediators in the relationships between singles-friendly work culture and job satisfaction. Work-family conflict would mediators in the relationships between work opportunities and job satisfaction. Work-family conflict would not mediators in the relationships between work expectations and job satisfaction.

Keywords : singles-friendly work culture ; work-family conflict ; job satisfaction ; work opportunities ; work expectations

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