

Work Schedule Flexibility, Work-Family Enrichment and Job Satisfaction

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The aim of this paper is to explore the relationship between work-family enrichment and job satisfaction, as well as the moderator effect of work schedule flexibility into this relationship. Work-family enrichment is one of the most important dimensions of work-family balance and represents the positive side of work-family interface, it refers to how work and family benefit each other. Data were collected through an own elaborated survey based on contrasted scientific scales and was applied to university teachers from the Faculty of Economics and Financial Sciences of Juan Misael Saracho Autonomous University in Bolivia. A linear regression analysis was conducted in order to test the hypotheses. Results indicate that work-family enrichment is positively related to job satisfaction, but family-work enrichment has no relation with job satisfaction. Furthermore, work schedule flexibility is positively moderating the relationship between work-family enrichment and job satisfaction, even making also relevant the impact of family-work enrichment on faculty satisfaction. Findings could be helpful inputs to design and implement policies concerning to work-family balance and work schedule flexibility, in order to improve faculty satisfaction.

Keywords: Work-family enrichment; faculty satisfaction; work schedule flexibility; work-family balance.