

Exploring the mediating role of flexible working hours in the relationship of supervisor support, job and life satisfaction: A study of female nurses in China

ABSTRACT

Aims: To examine the mediating role of flexible working hours on the relationship between supervisor support, job and life satisfaction among female nurses in China. **Design:** A cross-sectional, quantitative study was conducted with online survey questionnaires. **Methods:** Convenience sampling was implemented with 171 female nurses from two tertiary public hospitals in 2019. **Results:** The mediation analysis demonstrates that flexible working hours significantly and positively mediate the relationship between supervisor support to job ($\beta = 0.775$, $p < .001$) and life satisfaction ($\beta = 0.745$, $p < .001$). In addition, supervisor support and flexible working hours significantly and positively influence job ($r = 0.520$, $p < .01$; $r = 0.520$, $p < .01$) and life satisfaction ($r = 0.487$, $p < .01$; $r = 0.487$, $p < .01$). The study suggested that flexible working hours are an indicator of what supervisor support ($r = 0.656$, $p < .01$) is to improve nurses' job and life satisfaction. The study revealed that flexible working hours and supervisor support are crucial to female nurses who face high demands at both work and home.