

# The effects of family-friendly policies on job satisfaction and organizational commitment: A panel study conducted on South Korea's public institutions <sup>[1]</sup>

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## AVAILABILITY

### Abstract

The aim of this research is to analyze the effects of family-friendly policies on job satisfaction and organizational commitment. Using the Korean Labor & Income Panel Study (KLIPS) from 2006 to 2013, this study finds significant positive relationships between the number of family-friendly policies and both job satisfaction and organizational commitment. More specifically, receiving maternity leave and child care leave benefits is positively associated with job satisfaction, whereas child care subsidy does not show a significant effect on job satisfaction. Furthermore, organizational commitment has a positive relationship with child care leave, maternity leave, and child care subsidy.

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Full PDF online <sup>[2]</sup>

**Region:** Asia <sup>[3]</sup>

**Tags:** maternity and parental leave <sup>[4]</sup>

mother's labour force participation <sup>[5]</sup>

subsidy <sup>[6]</sup>

child care <sup>[7]</sup>

social policy <sup>[8]</sup>

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[https://www.researchgate.net/publication/313034221\\_The\\_Effects\\_of\\_Family-Friendly\\_Policies\\_on\\_Job\\_Satisfaction\\_and\\_Organizational\\_Commitment\\_A\\_Panel\\_Study\\_Conducted\\_on\\_South\\_Korea&#039;s\\_Public\\_Institutions](https://www.researchgate.net/publication/313034221_The_Effects_of_Family-Friendly_Policies_on_Job_Satisfaction_and_Organizational_Commitment_A_Panel_Study_Conducted_on_South_Korea&#039;s_Public_Institutions) <sup>[3]</sup>

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