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Beyond family-friendly: The construct and measurement of singles-friendly work culture

Wendy J. Casper ^a ... Eileen Kwesiga ^c

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Abstract

Although research has examined work-family issues and organizational support for employees' family responsibilities, few studies have explored the work-life issues of single employees without children. The current study examines single employees' perceptions of how their organizations support their work-life balance in comparison to employees with families. A multi-dimensional scale is developed assessing five dimensions of singles-friendly culture: social inclusion, equal work opportunities, equal access to benefits, equal respect for nonwork life, and equal work expectations. Employees with families perceived more equity in most of these facets than did singles. Managerial and professional employees with higher incomes also perceived their organizations as more singles-friendly. Finally, social inclusion predicted organizational commitment for single employees, and this effect was mediated by perceived

organizational support. In contrast, more equal work opportunities were related to lower turnover intentions among childfree singles.



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Keywords

Work-life; Work-family; Singles; Fairness; Equity theory; Family-friendly

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