

**Title of Article :** Impact of Job Environment on Job Satisfaction and Commitment Among Nigerian Nurses

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**Abstract:** The incessant strike, picketing among health workers in developing nations is becoming a worrisome phenomenon in developing economy. This paper's main objective is to examine the impact of job environment (work-family interface, climate, work roles, and job security) on job satisfaction and commitment among Nigerian nurses. The results show that strong relationship exists between job security and job satisfaction; and workers are not satisfy with the present condition of the job environment. The summary of the findings indicates a good fit, which implies that there is strong correlation between the tested dependent and independent constructs. However, decision makers should endeavour to make job environment conducive in order to earn workers' commitment, which tends to increase organizational performance.