The Study of the Relationship between Supervisor Support and Workplace Friendship

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ABSTRACT

Both supervisor support and workplace friendship are important factors of an organization. The purpose of this study was to verify the relationship between supervisor support and workplace friendship. The research problem of this study was derived from existing literature and logically. Therefore, we have hypothesis: H1-1 Gender has significantly effects on supervisor support. H1-2 Marital status has significantly effects on supervisor support. H1-3 Age has significantly effects on supervisor support. H1-4 Years of work experience has significantly effects on supervisor support. H1-5 Educational background has significantly effects on supervisor support. H2-1 Gender has significantly effects on workplace friendship. H2-2 Marital status has significantly effects on workplace friendship. H2-3 Age has significantly effects on workplace friendship. H2-4 Years of work experience has significantly effects on workplace friendship. H2-5 Educational background has significantly effects on workplace friendship. H3 Supervisor support has significantly positive effects on workplace friendship. The third hypothesis was the main one in our research hypothesis, that supervisor support influenced workplace friendship significantly. In other words, supervisor support could increase workplace friendship. However, some scholars found that the relationship between supervisor support and workplace friendship was insignificant. That is, the relationship between supervisor support and workplace friendship was still unclear. The purpose of this paper was to explore their relationship. The data were composed of fulltime employees and collected by 1000 questionnaires. The employees were asked about their levels of supervisor support, workplace friendship, job characteristic, job satisfaction, and demographic variables. In total, 334 completed questionnaires were returned, yielding a response rate of 33.4%. The results of this study showed that supervisor support was insignificant prediction of workplace friendship, and a positive relationship was established between these two variables. This study also found another results: (1) Supervisor support was influenced by age and years of work experience. (2) Gender, marital status, educational background, job characteristic, and job satisfaction were significant prediction of workplace friendship.

Keywords : supervisor support ; workplace friendship ; job characteristic ; job satisfaction

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