The Relationship between Supervisor Support and Job Stress

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ABSTRACT

In the more and more competitive environment and narrower space for survival, a organization which want to achieve its objects must depend on directors' support and members' cooperation. When a director shows his support to his subordinates, it will affect their achievements, job satisfaction and productivity etc.. The purpose of this research is to understand the relationship between directors' support and job stress. This research adopted questionnaire survey and took employees in manufacturing, service trade, financial industry, insurance and nonprofit-seeking enterprise as objects of this study. We deleted some questionnaires which were filled out incompletely or some workers weren't willing to answer. Finally three hundred questionnaires was retrieved and the retrieve-rate was 85.7%. This research was divided into four hypotheses and used descriptive statistics, reliability analysis, correlation analysis, independent-samples T Test, analysis of variance and multiple analysis regression as statistic methods. This research found that directors' support have positive influences on job stress. According to the above-mentioned conclusion, this research aimed to provide suggestions for further studies in this field.

Keywords: perceived supervisor support; job stress; personality traits


