# The effects of playfulness on job vigor

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## ABSTRACT

The working style of those involved in the hi-tech industry is responsibility based. In order to fulfill the tasks assigned by the superiors and meet the requirements set forth by the customers, working overtime is not an uncommon practice. This causes the over work fatigue and reduces the job vigor. Therefore, job vigor becomes imperative for those employed by the hi-tech industry. The purpose of this research is to examine the influence of the demographic variables on the playfulness and job vigor of the em-ployed. It also examines the correlation between playfulness and job vigor in the hi-tech industry. The research subjects were the employees of hi-tech industry in Hsinchu Science Park. A total of 600 employees were surveyed and 316 of questionnaires were returned and validated. The valid response rate was 52.7%. The empirical results of this research indicate that the demographic variables have a significant difference on the playfulness and job vigor of the employed. Playfulness has a significant positive effect on job vigor and the "love for creativity and problem solving" factor has the highest predictability. Playfulness can predict the three dimensions of job vigor, including "physical strength", "emotional energy" and "cognitive liveliness", and the predictability on "emotional en-ergy" is higher than the others. According to these findings, we suggest hi-tech industry to provide facilities and places for leisure and exercise in order to awake and promote playfulness of the em-ployees. Secondly, they can emphasize playfulness personality of the employees and build high playfulness environment to enhance job vigor of the employees. Furthermore, select fitting playfulness employees on the demands of different department to promote the job performance.

Keywords: Job Vigor   Hi-Tech Industry   Playfulness

## Table of Contents

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