

The effects of job vigor on employees' job outcomes

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ABSTRACT

Among all industry in Taiwan, the high-tech industry plays decisive role due to extremely high value of output. However, with mainly OEM-based business type that not only being critical to its efficiency and achievement, but also involving high complexity and intense competition, often results in workers overtime working and occasionally causing their death from overwork. Workers don't show much interest in their jobs, because they have been working long hours. As a result, it is common that the employees are worn-out and tired of work. Therefore, job vigor becomes very important in the high-tech industry. The purpose of this research is to explore the effect of job vigor on employees' job outcomes (job satisfaction, job performance and organizational commitment). The samples we have taken for this research was for employees of Taiwan high-tech companies in Shin-Chu Science-Industry Park. The surveys were distributed by human resource department of those companies to their workers. Total 600 copies were released and 342 returned. After deleted 26 invalid copies, we finalized a total of 316 copies are valid which is 52.7% response rate of what were originally distributed. The empirical results indicate that job vigor has significant and positive effect on job satisfaction, job performance and organizational commitment. Among which, higher physical strength of job vigor is positive related to job satisfaction and job performances. Also, higher emotion energy of job vigor is positively related to job performance and organizational commitment. According to the result of this research, we would recommend high-tech companies to stimulate workers' job vigor in order to increase job outcomes by holding periodical activities (such as sports event, travel, food entertainment party, work education & training); by encouraging workers to form sports team; by providing exercise arena, sufficient benefit and professional psychology doctor stand-by in the company; by controlling workers' weekly overtime hours.

Keywords : Organizational Commitment、Job Performance、Job Vigor、Job Satisfaction

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