

The effect of job vigor on job involvement and job satisfaction

劉昌軍、顏昌華

E-mail: 342095@mail.dyu.edu.tw

ABSTRACT

Job vigor is viewed as an important factor in workplace. Vigor represents one inherent response of environment which is beginning for all. The perception of vigor is not only mean positive emotion but lead people to enjoy life. The vigor represents human being has more powerful to complete objects wanted. Therefore, the purpose of this research is to examine the effect of job vigor on job involvement and job satisfaction. A census of questionnaire survey was manufacturing, service industry and military, civil servant and teachers. Among 300 questionnaires distributed, 265 surveys was usable, the valid response rate was 88.3%. The empirical results indicate that job vigor has positive effect on job involvement, which means higher level of job vigor will result in higher level of job involvement. Besides, job vigor has positive effect on job satisfaction, which means higher level of job vigor will result in higher level of job satisfaction. The physical strength subscale of vigor had highest predictive power. Finally, we suggest that managerial practice should focus on how to built vigorous environment and employee assistance program to enhance job vigor.

Keywords : job vigor、 job involvement、 job satisfaction

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