

職家衝突、關係與工作壓力之研究 = A study of the relationships among work-family conflict, guanxi and job stress

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摘要

本研究以職家衝突為自變數，工作壓力為依變數，並透過關係為調節變數，以進一步釐清兩變數間的關聯性。問卷樣本以桃園地區的保險從業人員為對象，問卷共發放600份，回收有效問卷505份。研究結果顯示，職家衝突對工作壓力具有顯著正向影響，而關係對於工作—家庭衝突與工作中的焦慮壓力的關聯性有調節效果。最後，本研究依據實證結果提出建議以供保險業者及未來相關研究之參考。

關鍵詞：職家衝突、工作壓力、關係

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