

A study of the relationships among work-family conflict, guanxi and job stress / 王裕國 撰 .- 彰化縣大

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ABSTRACT

This study examines the relationship between work-family conflict and job stress. Work-family conflict was taken as an independent variable while job stress as a dependent variable, the guanxi was used as a moderating variable to investigate the relationship between the independent and dependent variables in this study.

A survey was conducted with a sample of employees in the insurance industry at Taoyuan County. 600 questionnaires were handed out and 505 valid responses were returned. The result indicates that work-family conflict has a positive effect on job stress, and guanxi has moderating effect on the relationship between work-family conflict and the anxiety from job stress.

Based on the result of this research, guidelines have been provided for the insurance industry and for future studies reference.

Keywords : Work-Family conflict, Job Stress, Guanxi

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