

# A Study of Relationship among Leadership Styles, Organizational Culture, Job Stress and Innovation Performance with Resp

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## ABSTRACT

China is not only the major export area of Taiwan currently, but also contributes the most in Taiwan's trade deficit. In order to maintain the export competitiveness of Taiwan and promote bilateral trade gains to keep from marginalization, an economic cooperation framework agreement has been signed with China to break through the current trade predicament actively. According to the report "Impact assessment on economic cooperation framework agreement" published by Chung-Hua Institution for Economic Research in 2009, the overall interest from signing ECFA is greater than overall negative impact. But for traditional industry, the small and medium sized enterprises and domestic demand market oriented businesses, they have to face great negative impact due to this agreement. In regard to this concern, in the face of the high impact from trade liberalization and globalization, how to maintain the enterprise competitiveness is the theme of great urgency. Innovation is the primary factor to corporate sustainable management. In the face of the trade reform, the survival way of the enterprise is sustainable innovation. However, the leadership is the crucial factor to take advantage of the values of the organization. The organizational culture has remarkable influence on enterprise management and function. Job stress has an impact on job performance and organizational working atmosphere. Therefore, this research is based on the traditional industry, to study at the relationship among leadership styles, organizational culture, job stress and innovation performance with respect to trade reform in ECFA. In this study, valid questionnaires were 208 and SPSS and Amos were used as a tool for empirical analysis. Through the use of descriptive statistical analysis, T-test, one-way ANOVA, and Scheffe's test, Pearson's product moment correlation analysis and structural equation modeling fit test, it was found that leadership styles and organizational culture have a significant positive effect on organizational culture and innovation performance respectively. On the other hand, organizational culture and job stress have a significant negative effect on job stress and innovation performance respectively. Thus, there are further discussions on the conclusions, suggestions and constraints with respect to this study.

Keywords : Leadership Styles、 Organizational Culture、 Job Stress、 Innovation Performance

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