

# A Study of the Relationships among Social Support, Psychological Safety, and Job Burnout-A Case of the Employees.....

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## ABSTRACT

The purpose of this study was to understand the employees in the relationship between social support, psychological safety and work burnout, cross-strait electronics industry, for example, survey data collection, payment for the electronics factory in Guangzhou, mainland China, Shanghai Kunshan plant, Toufen plant and The Guany plant in Taiwan. The questionnaires were distributed and 800 copies, 745 copies of questionnaires, the recovery rate was 93%, net of invalid questionnaires were 17, 728 copies of the actual valid questionnaires, the effective rate of 91%. Effective sample descriptive statistics, factor analysis, reliability analysis, correlation analysis and hierarchical regression analysis. According to the research results are the following findings: 1. Social support and job burnout significantly negative impact. That is, when employees of the social the lower the degree of cognitive support, higher job burnout. 2. A significant positive impact, social support and psychological safety. That is, employees of social the higher the degree of cognitive support, will be the higher of psychological safety. 3. Psychological safety significant negative impact on job burnout. That is, psychological safety of employees full lower the burnout will be higher. 4. Psychological safety has partial mediating effect relationship between social support and job burnout. Noticeable Shows employees of the degree of perceived social support and burnout will be psychological safety the effect of less tends to be negative.

Keywords : social support、 psychological safety、 burnout

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