

A Study of Team Trust, Work Pressure, and Work Adjustment of Urgent Rescuer

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ABSTRACT

Pressure is quite often to be a hot issue for the first-line rescuers. It also has key influence for the adjustment on work. Besides, rescuers' organizations use team to be the unit. In this way, team trust factor is a quite important variable between team members. In our research, we plus the viewpoint of team trust into discussion. We aim to discuss the relationship between team trust, work pressure, and work adjustment on urgent rescuers (including firemen, volunteer firemen, and disaster corps). The total valid questionnaires are 840, and the return rate is 84%. After receiving, we use item analysis, factor analysis and reliability to discuss. As shows, all results reach well degree and the total explained variance is 69%. After factor analysis, we draw emotional trust, institutionalize trust, and cognitive trust from team trust construct. In work pressure construct, we draw out role overload, human relation, work essence, and outside organization factors. Finally, at the work adjustment construct, we draw work perform, work satisfaction, work essence, and work adoption. On the other way, as results show, team trust would promote the work adjustment, presents as negative relations to the work pressure. It means team trust would help to reduce work pressure. Finally, work pressure and work adjustment present negative relation.

Keywords : team trust、work pressure、work adjustment、urgent rescuer

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