The Moderating Effect of Organizational Commitment on the Relationship between Work Stress and Job Satisfaction

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ABSTRACT

Because of the administration renovation and reorganization promoted by the government, National armed force makes an effort to advance organization changes. However, in the process of Jingshi program(The ROC Armed Forces Refining Program) and Jingjin program(The ROC Armed Forces Streamlining Program), the military officers, sergeants and soldiers are complaining about their heavy workloads and irregular furloughs which are resulted from the reduction of staff. The increasing work stress of military officials might affect their job satisfaction. The purpose of this research is to explore the influences of Jingjin program on voluntary military officials in terms of work stress, job satisfaction, and organizational commitment. Descriptive statistics, Pearson correlation, ANOVA, and Regression analysis are used to estimate the moderating effect of organizational commitment between work stress and job satisfaction. The scope and the contributions of this research are highlighted by the following. 1. How the voluntary military officials feel about the work stress and job satisfaction - including instrumental satisfaction, social satisfaction, and egocentric satisfaction - are as well as that of private sector. In other words, the higher the work stress, the lower the job satisfaction. 2. Divided the voluntary military officials into three groups – high, medium, and low work stress, we found that the moderate work stress has no significant influence on the job satisfaction. 3. The organizational commitment of voluntary military officials – including affective commitment and normative commitment – has no significant moderating effect between work stress and job satisfaction. 4. To some degree, with the perception of continuance commitment, voluntary military officials could keep job satisfaction. It means continuance commitment do have moderating effect.

Keywords : Voluntary Military Officials, Organizational, Commitment, Work Stress, Job Satisfaction

Table of Contents

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: 1.   1987   2.
1997   118   2-3   3.   2000
4.   2000
5.
1980   41   75-98   6.   1998
9   88-102   7.   1991
8.   1995
9.   2003   :
10.   2001
11.
1998   12.   1989   :   13.

1998

14. 2001

22(2) 1-13 15. 2000

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1993 : 18. 2000

19. 1993 3

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2001 22.

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