The Relationship between Work Value and Burnout in Chinese and American Cultures

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ABSTRACT

Due to .the technology advance and more and more requirement from one's works or jobs, employers feel their stress more than before. These situations, therefore, make employers feel burnout, and then lead them to quit their jobs. Not only can burn-out hurt one's emotion or lower one's accomplishment, but also cost human resource highly in organizations. Nowadays most people look for job they really want to do, but the results turn out they quit or change their jobs. Since willing do jobs they like, work-ers still want to quit afterward. This contradict Taiwanese idiom, doing what you like, bear what you suffer.To explore the reasons of burnout will further understand burnout in this interesting phenomenon. This study use two-factor theory (Work Value) to analyze the causes of burnout, and assume stress as the mediator between work value and burnout as this study model. The results are partially different comparing with past researches. The reasons might be caused from generation or society norms change. Finally, this study uses the model to distinguish Chinese cultures from American cultures, which picks Taiwanese and American as the samples, and see whether the rela-tionship between work value and burnout is different.

Keywords : work value, stress, burnout

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