

The Relationships among Accounting Personnel ' s Job Stress、 Job Satisfaction and Employee Performance of ERP ...

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ABSTRACT

This research mainly lies in the discussion enterprise to induct the ERP system, regarding the statistical relatedness research by analyzing accounting personnel's job stress and job satisfaction, effects the degree of employee performance. The questionnaire provide object for uses ERP system ' s small and medium-sized enterprise of the ac-countant department personnel, totals sends out 600 pieces, recycles 192 pieces. After deducts 5 pieces invalid questionnaire, the recycling effective questionnaire is 187 pieces, the questionnaire returns-ratio is 31%. The present paper research supposition divides into four aspects: (1) The re-markable difference include personally basic variable, five factor model, and job stress; (2) The remarkable correlation between job stress and job satisfaction; (3) The remark-able correlation between job satisfaction and employee performance; (4) The remarkable correlation between job stress combine job satisfaction and employee performance. This research after the recycling questionnaire reorganization, as well as the sta-tistical analysis draws following conclusion: (1) No matter uses Accountant ERP the mold train any industrial accounting personnel has the job stress; (2) If the accounting personnel obtains the high score in the nervous personality special characteristic, has the significance correlating the job stress; (3) By way of accounting personnel's job stress and job satisfaction regarding the employee performance regression model, demonstrated ac-counting personnel's job stress and the employee performance present the reverse relations, indicated the reduction job stress may promote accounting personnel's employee perform-ance. And the job satisfaction and works the achievements to present the forward relations, indicated increase job satisfaction may promote accounting personnel's employee perform-ance.

Keywords : Job Stress ; Job Satisfaction ; Employee Performance ; Relations ; system ; after

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