The Study on the Relationship within Work Stress and Organizational Commitment The Military Repatriate as Example.

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ABSTRACT

Along with the economy development and international competition in recent years, it's critical to realize how to make use of those employees who are talented in interna-tional views to respond this trend. Enterprises conduct its' business by utilize those overseas personnel to transfer techniques and management systems of their main com-pany, and thus repatriates are the one last important link to complete this international mission. It's important to help repatriates to adjust their work stress, and let them devote their overseas passion to their work performance successfully when they come back. After studing the relationship within work stress and organizational commitment of Taiwan Military repatriates, we've gotten some results: 1. Lacking of the supervisor support and group cohesiveness, causes direct negative in fluence to those repatriates of their affective commitment, continue commitment, and normative commitment. 2. Role ambiguity causes direct negative influence to those repatriates of their affective commitmen. 3. Role conflict causes direct negative influence to those repatriates of their normative commitmen. 4. Lacking of thepromotion opportunity, causes direct negative influence to those repa-triates of their continue commitment and normative commitment. According to our study results, there are some suggestions to personnel manage-ment units: conduct some communication mechanisms to create a fine environment with fair and open working atmosphere, such as establish the message board of opinion ex-changes or make use of the questionnaire method to understand the employees' view-points, and encourage them to offer their suggestions to the decided policies and regula-tions. Some proper praise on well timing, trust with friendship, support and concerning, will raise the employees' organization communitment. By the support from their super-visor, the employees believe they can exchange some rewards of the year-end review, promotion, salaries and endorse etc. with their own effort. Then they can experience re-lated satisfaction from their work.

Keywords: repatriate ; supervisor support ; role ambiguity ; role conflict ; work stress ; organizational commitment

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