

The Relationship between Supervisor Support and Job Stress

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ABSTRACT

In the more and more competitive environment and narrower space for survival, a organization which want to achieve its objects must depend on directors' support and members' cooperation. When a director shows his support to his subordinates, it will affect their achievements, job satisfaction and productivity etc.. The purpose of this research is to understand the relations hip between directors' support and job stress. This research adopted questionnaire survey and took employees in manufacturing, service trade, financial industry, insurance and nonprofit-seeking enterprise as objects of this study. We deleted some questionnaires which were filled out incompletely or some workers weren't willing to answer. Finally three hundred questionnaires was retrieved and the retrieve-rate was 85.7%. This research was divided into four hypotheses and used descriptive statistics, reliability analysis, correlation analysis, independent-samples T Test, analysis of variance and multiple analysis regression as statistic methods. This research found that directors' support have positive influences on job stress. According to the above-mentioned conclusion, this research aimed to provide suggestions for further studies in this field.

Keywords : perceived supervisor support ; job stress ; personality traits

Table of Contents

中文摘要	iii	英文摘要	iv
誌謝辭	v	內容目錄	vi
表目錄	viii	圖目錄	x
第一章 緒論	1	第一節 研究背景	1
問題和目的	4	第二節 研究問題	4
	7	第三節 研究的重要性	5
	7	第二章 文獻探討	7
	11	第一節 主管支持	7
	11	第二節 工作壓力	11
	17	第三節 主管支持與工作壓力相關研究	17
	19	第四節 人格特質	19
第三章 研究方法	22	第一節 研究架構	22
研究假設	23	第二節 研究假設	23
	25	第三節 研究變項與操作性定義	25
	31	第四節 樣本及資料收集	31
	34	第五節 資料分析	34
	37	第四章 研究結果與分析	37
	39	第一節 樣本及各項變項之描述性統計分析	39
	49	第二節 主管支持分析	49
	49	第三節 工作壓力分析	49
	50	第五章 結論與建議	50
	50	第一節 研究結論	50
	52	第二節 建議	52
	54	第三節 研究限制	54
	64	參考文獻	64
		附錄問卷	

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